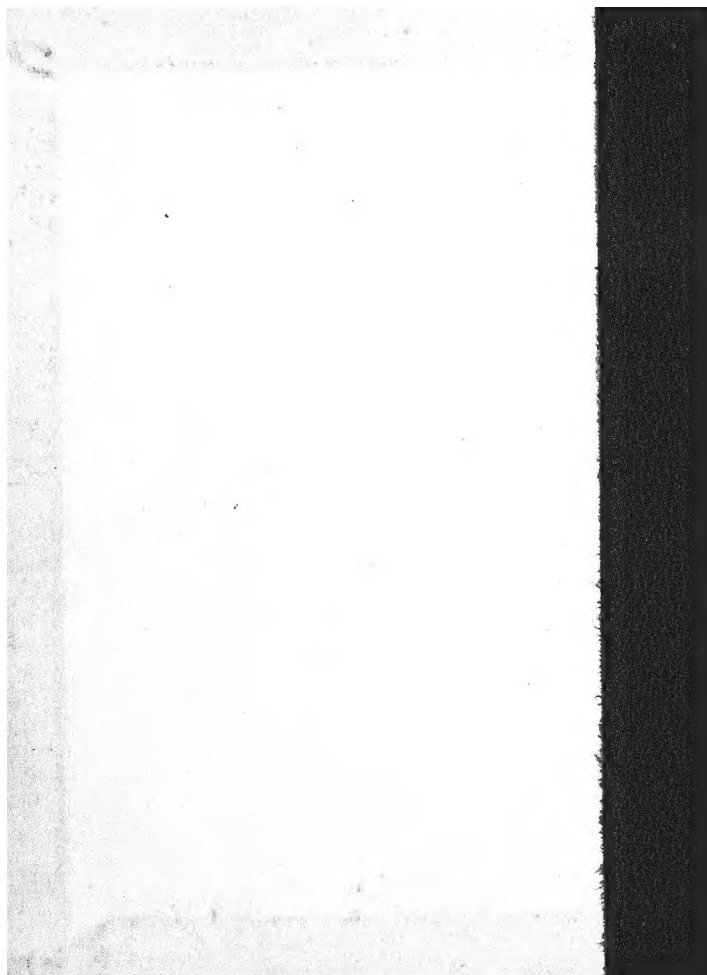


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Agreement



BETWEEN

District No. 18, United Mine
Workers of America

— AND —

The Western Canada Bituminous
Coal Operators' Association

Effective from
October 1st 1946 to March 31st, 1948.

17958

Agreement

AGREEMENT entered into between:
UNITED MINE WORKERS OF AMERICA,
DISTRICT 18,
of the First Part,
and

THE WESTERN CANADA BITUMINOUS
COAL OPERATORS' ASSOCIATION
of the Second Part.

IT IS HEREBY MUTUALLY UNDERSTOOD AND AGREED that the following conditions and rates shall govern the parties hereto from the First day of October, 1946, to the 31st day of March, 1948.

The parties to this Agreement will meet in Joint Conference sixty (60) days prior to the expiration to discuss a renewal thereof.

No notice of termination shall be given or accepted by either party during the life of this Agreement.

It is mutually accepted and agreed that this Agreement is intended to be a binding instrument to be fully observed and carried out by the respective parties in all its details.

No strike or lockout or local stoppages of work shall be called or maintained during the life of this Agreement. If, notwithstanding the foregoing, a strike or stoppage of work should occur, then District 18, United Mine Workers of America agrees that it will deal with its Membership in the manner and way provided by Section 11 of Article 21 of the Constitution of the International Union, United Mine Workers of America, and the Coal Operators agree that any

finer imposed in accordance with the above will be collected by them and paid into the Welfare Fund.

There shall be no deliberate limitation of production, either by direct or coercive methods on the part of the miners and mineworkers, and any person or persons party to such practice shall be subject to summary discharge.

MANAGEMENT OF MINE

The right to hire and discharge, the management of the mine, and the direction of the working forces are vested exclusively in the company, and the United Mine Workers of America shall not abridge this right.

CHECK-OFF

This contract is made and entered into for the sole use of the United Mine Workers of America, and the members of the Western Canada Bituminous Coal Operators' Association. All men who work in and around the mines who are eligible to become members of the United Mine Workers of America shall join that organization, and agree to sign check-off for all dues, assessments and fines, and the management of the mines agrees to forward deductions made to the Acting Secretary of the District or such other person as that official may designate.

All amounts over One Dollar and a half (\$1.50) per month shall be approved by the District Organization, and in the case of fines, the nature and amount thereof shall be specified and approved.

FORM OF ORDER

.....19.....

To.....

.....
I authorize and empower you to deduct and pay to the Secretary of District 18, United Mine Workers

of America, or to such other person as that official shall designate, from my earnings from month to month, the sum of Five Dollars (\$5.00) or such less amount as may be designated by the Secretary of the District, or by such other person as he may appoint by order.

(Signed).....

Witness.....

SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(a) In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company, or by any person or persons employed, or by the men as a whole, then the parties shall endeavor to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor by personal application to the Pit Boss, Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

In case where a workman is making personal application as referred to above, and wishes to be accompanied by one member of the Pit Committee or by a member of the Local Executive, he shall be permitted to do so.

(b) In case of any local dispute arising in any mine and failure to agree between the Pit Boss, Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavor to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred in writing to the Commissioner of the Western Canada Bituminous Coal Operators' Association and the President of District 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than fourteen (14) days, with a joint committee of six (6) composed of the Commissioner of the Association, the General Manager or General Superintendent of the mine where the dispute arose and another appointed by him, the President of District 18, the President or Secretary of the Local where the dispute arose and one other District officer. If they agree, their decision shall be binding on both parties. In the event of their failure to agree, they shall endeavor to select an Independent Chairman, and failing to agree upon one, the Commissioner of the Association and the President of the District shall ask the Federal Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding on both parties.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the miners, mine laborers and all other parties involved must continue to work pending investigation and until final decision has been reached, but where miner, miners, mine laborer or mine laborers has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If a claim be made within five (5) days where a man or men has or have been unjustly discharged, the case shall be dealt with according to this Article, and if it is proven that he or they has or have been unjustly dealt with, he or they shall be reinstated.

If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be

left to the Joint Committee as provided for in subsection (c) to decide what amount (if any) is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to be continued in full force and effect.

(f) If the Commissioner of the Association or the President of the District are unable, on account of sickness or absence from the district, to attend to the duties hereinbefore set out, these duties would be assumed by either the President or Vice-President of the Association and by either the Vice-President or Secretary of the District, or by their nominees within the respective organizations. Due notice to be sent immediately by either party to the other.

(g) Settlements and decisions that have been made and are in effect may be introduced on their merits as matter of reference in taking up disputes during the life of this agreement.

If the United Mine Workers and the Association can agree upon a proper person to be appointed as Chairman for a term certain, then such person would be the Chairman as required by Section (c) above.

The expenses involved in the above arrangement would be shared on an equitable basis by both parties.

DUTIES OF PIT COMMITTEE

The Pit Committee shall be a committee of three (3) in each mine or other plant covered by this agreement, selected by the employees working at such mine or other plant from among their own number, except that one (1) member may be a checkweighman or an officer of the Local Union, not necessarily an employee, but he must previously have been selected as checkweighman or officer from amongst the employees of such mine or plant. Due notice of such selection, properly certified in writing, shall be given to the Company.

Where more than one mine is included in a Local Union the preceding paragraph shall be interpreted to mean that the Secretary of the Local Union may act on the Pit Committee provided, however, that he must previously have been selected as Secretary from amongst the employees of one of the mines over which the Local Union has jurisdiction.

The duties of the Pit Committee shall be confined to the settlement of disputes as set out in the preceding clause covering "Settlement of Local and General Disputes" and they shall under no circumstances go around the mines unless by permission of the management in the discharge of their duties.

Where a local dispute is to be taken up with the Mine Superintendent or Mine Manager, twenty-four hours' notice in writing and the nature of the dispute shall be given so as to allow time for investigation of the dispute. If mutually agreeable, disputes may be dealt with on shorter notice.

NEW WORK

Wherever any new work arises, a price for which has not been provided for in this agreement, on the request of the Company or of the miners, a joint committee of six, composed of the Commissioner of the Association, the General Manager or General Superintendent of the mine where the price is asked for and another appointed by him, the President of District 18, the President or Secretary of the Local where the price is asked for and one other District officer, shall meet within fourteen days. If they agree, their decision shall be binding upon both parties. In the event of their failure to agree, they shall endeavor to select an Independent Chairman, and failing to agree upon such Chairman, the Commissioner of the Association and the President of the District shall ask the Federal Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding upon both parties.

Wherever any new system of work is inaugurated or radical change in the present system is made in any mine where there is a contract price fixed thereon, the Company or the employees may ask for a price to be fixed on the work as "New Work", as for example a change from "Longwall" to "Pillar and Stall", or vice versa, shall be considered New Work.

In making a price for New Work the parties shall be guided by existing prices in the same mine or mines in the neighborhood.

Meantime, if the work is continued until such price has been arranged, all men shall be paid \$9.35 per shift.

Provided that where it is found impracticable to arrive at a contract rate for New Work, owing to the system of mining or the use of mechanical equipment or experimental methods, the rate of \$9.35 per shift shall be paid.

Provided further that where an existing contract rate has been established and mechanical equipment is in use and is not giving satisfaction, the parties may mutually agree to a day wage basis, the Company rate to be \$9.35 per shift.

It is understood and agreed, when a price has to be set for new seam or new mine, same shall be negotiated as provided in the first paragraph in the New Work clause, provided however, if the decision of the Committee so constituted is not unanimous, either party will have the right to appeal to an Appeal Board constituted of one representative from each side and presided over by a chairman appointed by the Federal Minister of Labor. The decision of this Board shall be final and binding on both parties.

MECHANIZED MINING COMMISSION

A Joint Commission is hereby created, to be known as the Mechanized Mining Commission, which shall consist of twelve representatives, six to be appointed by District 18, United Mine Workers of America, two by the Western Canada Bituminous Coal Opera-

tors' Association, two by the Domestic Coal Operators' Association of Western Canada, and one each by Operators in British Columbia and Saskatchewan respectively. In any event there shall be an equal number of representatives appointed by District 18, United Mine Workers of America, and Operators participating.

Each Commissioner so appointed shall name an alternate who will attend meetings in the absence of his principal.

The Commission shall meet to organize within sixty days after the signing of this Agreement; shall elect its Chairman and Secretary-Treasurer, and hire such employees from time to time as may be mutually agreed upon.

It shall be the duty of this Commission to make a joint study of the problems arising from mechanization of coal production by the use of conveyors, mobile loading machines, and such other mechanical equipment as may be introduced, for the area covered by District 18, United Mine Workers of America, including the problem of displacement of employees.

It shall also be the duty of this Commission to consider methods by which production may be improved in the interim before making its final report, and that it shall recommend to the Coal Operators' Associations and to District 18, United Mine Workers of America such means of improving production as it may, after due investigation, be able to recommend.

The Commission is authorized to take testimony, to receive briefs and reports, and generally to collect the information jointly agreed upon as relevant to its duties.

The members of the Commission shall pay their own expenses. Other expenses of the Commission shall be paid, one-half by District 18, United Mine Workers of America, and one-half by the Operators having signed agreements with the Union, and collected on a proportionate basis of tons produced.

The commission shall report its findings of fact and its recommendations to the respective Wage Conference in March, 1948.

EMPLOYEES NOT UNDER JURISDICTION

All employees connected with the management of the mine are not to be under the jurisdiction of the United Mine Workers of America or be members thereof, and shall include the following:

Mine Manager or Superintendent, Overman or Assistant Overman, Pit Bosses, Fire Bosses, Boss Driver, Stable Boss, Master Mechanic, Electricians, Weighman, Head ~~Carpenter~~, Head Blacksmith, Tipple or Breaker Foreman, Loader Boss, Night Watchman, Coke Oven Foreman, Outside Foremen, Wet and Dry Washery Foremen and all technicians, office staff, timekeepers, coal inspectors and Head Lampman.

CONSTRUCTION AND EXTENSIVE REPAIRS

All men working on construction, improvements, and extensive repairs shall be members of the United Mine Workers of America, except skilled workers and members of recognized unions. All men working on the aforesaid operations shall not suspend work but shall continue to completion of such work if required to do so by the Company.

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks and switches, etc., necessary for the completion of a plant, all being in the nature of construction work and extensive repairs or rebuilding of the same class of work, are to be considered as improvements and extensive repairs.

PENALTY FOR ABSENCE FROM WORK

When any employee absents himself from work for a period of two days, unless through sickness or by

first having properly arranged with the Pit Boss or Foreman and obtained his consent, he may be discharged. All employees whose absence from work would cause any stoppage of work must, before absenting themselves, properly arrange with or notify the Pit Boss or Foreman for or of their absence, otherwise they may be discharged. Any employee who absents himself from work to the extent of three (3) single days in any month may be discharged.

CHECKWEIGHMEN AND CHECKMEASURERS

The Company will grant the right to the miners to employ checkweighers and checkmeasurers, and will grant the said checkweighers and checkmeasurers every facility, including weigh sheets free of charge, to enable them to render a correct account of all coal weighed or checked, and will allow the cars to be tared from time to time, the machinery to be properly tested from time to time, and will deduct from the wages of all contract miners such amounts as may be designated from time to time, and will pay over the same to the checkweigher or checkweighers, checkmeasurer or checkmeasurers.

PREFERENCE OF EMPLOYMENT

In case an employee is thrown out of employment unless discharged, he shall be given preference over new men in other mines in the same camp operated by the same company. The company agrees to give company men having Miner's Certificates preference over new men as miners. However, such company men shall allow the management a reasonable time to secure the men for their positions. All outside workers shall be given preference over new men seeking employment underground. Employees' sons shall be given preference of employment over other new men. Seniority rights to prevail in all cases; seniority to start from date of last employment. The foregoing understanding shall be subject in all cases to the ability of the employees to do the work required.

DIVISION OF WORK

The Company agrees insofar as reasonably practicable, to an equal division of work in their respective mines. In case of a general lay-off or a reduction of working forces, the company agrees that the seniority rule will prevail, provided, however, that the men coming within the seniority rule are competent to do the work.

MINIMUM RATE

When a miner's working place becomes deficient owing to any abnormal conditions, or where coal in any district becomes so hard, preventing him from earning the minimum wage of \$8.95 per shift, the Company shall pay him a sufficient amount to secure him the said minimum, provided he has done a fair day's work. Provided also, however, that regard shall be had to the pay period in which the deficiency is claimed. This shall not apply where work is performed in two separate places, one being normal and the other abnormal.

The above rate shall be paid exclusive of all charges.

MINERS TAKEN TO DO COMPANY WORK

The Company shall pay the sum of \$8.95 per day for all miners taken from contract work to do Company work.

DELIVERY OF MATERIAL

In accordance with the Coal Mines Regulation Acts of Alberta and British Columbia, the Company will at all times deliver an adequate supply of suitable timber, rails, ties, planks, conveyor material and sheet iron at the nearest cross-cut to the face of all raise workings, and in places where the regular pit cars go to the working face without being handled by the miner, they shall be delivered on the cars to the working face. In other places across the pitch the timber, rails, ties, planks, conveyor material and sheet iron will be delivered to the mouth of the room.

LOADING OF COAL FROM CHUTES

In pitching seams where chutes are used, the Company will handle all coal placed in the chutes by the miners.

DOCTOR AND HOSPITAL ARRANGEMENTS

Doctor and hospital arrangements shall be as provided for in the Workmen's Compensation Acts of Alberta and British Columbia.

STORE

It shall be understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

HOLIDAYS

The following days shall be observed as holidays:

New Year's Day, Good Friday, May 1st, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

Men required to work on any of the above holidays shall be paid at the rate of time and one-half or rate and one-half.

FUNERALS

In the case of an instantaneous death by an accident in the mine or outside the mine, the miners underground and all other employees may suspend work in the seam where the accident occurred on the day of the accident, but shall resume work on the following day and continue to work until the day of the funeral when all mines shall be idle.

SUB-CONTRACTING

No sub-contracting shall be allowed in any mine operated by any Company.

EMPLOYEES TO CARE FOR MINE

In the case of either local or general suspension of mining, either at the expiration of this Agreement or otherwise, the engineers, firemen, pumpmen and Beehive Coke Oven employees shall not suspend work, but shall when mining is suspended, fully protect all the Company's property under their care and operate fans and pumps, and lower and hoist such men and supplies as may be required to protect the Company's property, and any and all coal required to keep up steam at the Company's plant, but it is understood and agreed that the Company will not ask them to hoist any coal for sale on the market.

SINGLE SHIFT

The single shift system in rooms and pillars shall be adhered to as far as practicable.

WET PLACES

A working place in the mine where water drops from the roof in quantities sufficient to wet a man's clothing or where standing water is over $4\frac{1}{2}$ inches deep, shall be considered a wet place. The rate for wet places shall be 50c per day extra for all inside men.

ROCK MINERS

Where a man is engaged on rock work where hammer and steel are used, he shall be considered a "Rock Miner" and paid Rock Miner's wages.

If an air drill is used, the driller shall be paid Machine Runner's wages and the Helper paid Machine Runner's Helper's wages. If a jack-hammer is used, the driller shall be paid Rock Miner's wages. The other men shall be classed as miners or laborers as the case may be.

When a man is engaged on work in both rock and coal, if the amount of loose rock is greater than the

amount of loose coal, he shall be classed as a "Rock Miner" and where the amount of loose coal is greater than the amount of loose rock, he shall be classed as a "Coal Miner".

BRUSHING

When a man is engaged on brushing, either top or bottom, using the usual drills and tools, he shall be classed as a "Coal Miner". If the brushing is done by hammer and steel, he shall be classed as a "Rock Miner".

Timbermen taking out rock while engaged in re-timbering or repairing shall not be classed as Rock Miners.

RETIREMENT

Where any employee has drawn his time before the regular pay-day, he thereby severs his connection with the Company and any alleged grievance he may have ceases to be a question for consideration under this agreement. The words, "drawn before the regular pay-day" are satisfied by the application of the employee for, and his receipt of, his time-check before the regular pay-day.

CHINESE LABOR

The United Mine Workers of America do not in any way prohibit the employment of Chinese in or around the mine, but where such labor is employed they shall be paid the scale for such work, with the following provision, i.e., that where they are now employed at Canmore, the present rates shall not be interfered with in any way by the United Mine Workers of America during the life of the agreement.

PAY-DAY

All wages earned by any person or persons employed in or about a mine shall be paid in accordance with the Coal Mines Regulation Acts of Alberta and

British Columbia. Any employee desiring to leave the service of the Company, on his request shall be paid all monies due him within two days after his stoppage of work.

Present practice with the various companies to be adhered to.

MARKET RESTRICTIONS

It is agreed that District 18, United Mine Workers of America, will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

TURN OF CARS

The Company shall as far as practicable, supply each miner with an equal turn of cars.

CONTRACT NOT TO BE VOIDED BY MINERS' CONSTITUTION OR RULES

This contract is in no case to be set aside because of any rule of the United Mine Workers of America now in force or which may hereafter be adopted; nor is this contract to be set aside by reason of any provisions in the National, District or Local constitutions.

FORTY-HOUR WEEK AND OVERTIME

The normal work week shall be five days a week of eight hours a day from Monday to Friday inclusive, and any time worked over eight hours in any one day or over forty hours in any one week shall be paid on the basis of time and one-half and rate and one-half respectively, with the following provisos:

Repair and Maintenance men shall work on the sixth day when required by the Company.

In the event that the mine is idle on any day of the week from Monday through Friday due to circumstances beyond the control of the Company, it is

agreed that Saturday shall be considered a production day, and the Company will not be liable for payment of overtime at time and one-half or rate and one-half on Saturday excepting for those employees who have worked more than forty hours during the week or more than eight hours on that day.

In no case shall overtime rates be pyramided.

On all continuous employment, swing shifts may be employed and arrangements made between the Company and the Local Union necessary to keep an orderly change of shifts without application of time and one-half rates, but in no case shall the additional time exceed on the average two hours per week.

Men employed on repairs to the mine or machinery and underground supplymen, may at the discretion of the Company start their five-day week on Monday or Tuesday as the case requires.

Nothing under this heading shall be construed to prevent arrangements being made between any company and the Local Union to produce coal on the sixth day at time and one-half and rate and one-half respectively. Provided that on underground mining operations, where a sixth productive day is sought by the company, it must be understood that all men employed shall be given the opportunity to work on that day.

Stripping operations shall not be permitted to work on the sixth day unless the underground mine operated in connection therewith has worked five days in that week. It being understood that an agreement holiday shall be counted as though it was a work day.

POWDER

Where explosive supplies are being sold to the miners, they shall be furnished at cost price, which shall include handling, transportation and insurance.

In the event of a dispute arising over the price of powder, the men shall have the right to examine the invoices.

BLASTING

Where in the future blasting is prohibited in any mine, and it can be shown that the earnings of the miner are decreased thereby, the contract rates shall be taken up as under the "New Work" clause and an equitable allowance made.

WORKING PARTNERS

Contract miners may with the consent of the Management choose their own working partners.

DUAL CLASSIFICATIONS

In the case of a man working in a dual capacity, he shall be paid the rate that is highest for the class of work performed.

DISABLED WORKMEN

Men having permanent partial disability, or partial disability, received in and around the mines shall be given preference in the class of work they can perform over other workmen. This clause takes precedence over the Seniority clause in the Agreement.

PAYMENT FOR PART SHIFT WORKED

The Company agrees that men will not be called out for work unless there is reasonable assurance of at least four hours' work; provided, however, that accidents, breakdowns of operations or insufficiency of railway cars, occurring beyond the control of the Company shall not be regarded as cause for payment beyond time worked.

However, this shall not be interpreted to mean that the Company can establish a shorter shift than eight hours for surface employees and underground Companymen, and if there is no breakdown or absenteeism to the extent of affecting underground operations and the men continue to work beyond four hours' time, then they shall be provided work to complete the eight-hour shift or be paid a full eight-hour shift.

STOPPING OF MINER'S PLACE

That in the case of a miner's place being stopped, the same miner, provided he is still an employee of the Company, to be given first preference of said place if the place is ever opened up again.

RE-EMPLOYMENT OF MEN WHO LEFT THEIR EMPLOYMENT TO BECOME CHECKWEIGHMEN OR MINERS' LOCAL UNION OFFICIALS

Where the practice exists at present of taking back into employment of a Company, men who left its employment to become checkweighmen or local union officers, it is recommended that this practice be continued.

WELFARE FUND

It is understood and agreed that a Welfare Fund shall be established by the payment of three (3) cents per ton on all coal sold or used by the Coal Operators who are members of the Associations signing this Agreement or other independent Operators, and shall be known as the Welfare Fund of District 18, United Mine Workers of America, and which will be administered solely for the use of the members of the United Mine Workers. This three cents per ton will be paid into the Fund commencing with the signing of the Agreement and is to be held in trust and intact until such time as a Joint Committee of the Coal Operators and District 18, United Mine Workers of America bring in a recommendation as to the character and purpose of the Fund and the form and rules governing its administration. It is agreed that such trust shall be evidenced by a proper deed of trusteeship to be drawn up. This Committee shall make a report to District 18, United Mine Workers of America and to representatives of the respective Coal Operators. When such report is adopted by the above mentioned parties, three trustees shall be appointed, one by

District 18, United Mine Workers of America, and one by the Coal Operators, and these in turn will choose the third trustee.

Amounts due are to be paid into the Welfare Fund on the 25th day of the month for the previous month's production.

HOLIDAYS WITH PAY

1. (a) That one day's holiday credit will be granted to any employee who has lost not more than one working day during the month. However, if any employee averages twenty (20) working shifts per month during the year he will be entitled to twelve (12) days' holiday with pay.

A maximum of twelve (12) days' pay may be earned but holidays taken must be taken within a period of two weeks.

(b) Basic period for holiday computation shall be established as the twelve months ending March 31st in any year.

(c) All holidays earned in the year or part of year ending at March 31st will be due to be taken by the employee at any time during the following twelve months.

The Company will have the right to close down the mine for a two weeks' period for the purpose of giving men holidays with pay, but the period at which this would be done would be mutually arranged between the Company and the Local Union.

In the matter of employing men during the shut-down period—

Preference should first be given to men who have little or no holiday credits due.

Second preference should be given to men who may desire to take their holidays at some other time.

Men retained in employment should be permitted to take holidays at such other time as could be mutually arranged.

All of the foregoing would be subject to the ability of the man to do the work required.

(d) Men who have not been in the employ of the Company for the full twelve months period will be given credit for holidays earned up to March 31st, such holidays to be taken after completing twelve months' employment.

(e) The holiday rates of pay shall be as follows:

For Day Wage employees, the normal daily rate of pay for the classification in which they are employed.

For Contract Miners—\$8.95 per day.

2. With respect to causes beyond the control of the employee, the following shall apply:

(a) Where an employee is engaged in examination of the mine under Section 147 of the Alberta Mines Act, or Rule 37, Part XI of Coal Mines Regulation Act of British Columbia, he could be considered as not being absent from his employment.

(b) When an employee, being an officer of the Local Union or member of a Pit Committee under the Agreement, is, by arrangement with the management, absent from his regular employment for the purpose of discussing with the management, or with a Joint Committee constituted under the provisions of the Agreement, disputes arising under the Agreement, he shall be considered as not being absent from his employment.

(c) If a mine is idle on account of mine disability or lack of orders, employees shall be credited with this as a day worked providing they have not refused to perform work allotted to them. It should be here noted that this is also invariably not within the control of the employer and he is being penalized for a matter not within his control.

(d) Where employees work a short shift because of mine disability they will be counted as having worked a full day for holiday qualification purposes.

(e) Where employees leave their work before the end of their normal shift of their own volition, they will be credited only with the time worked.

(f) Where a mine is ready for work and men do not turn out in sufficient number to operate the mine, the Company will assume no responsibility for holiday credits for any men who may be compelled to return home.

(g) A day as referred to herein shall be a shift of eight (8) hours worked; overtime worked beyond 8 hours shall be credited to the days worked in qualifying for holidays.

(h) Where leave of absence has been granted by the Mine Manager for legitimate reasons satisfactory to himself, such absence would be counted as time worked.

Responsibility for holiday credits under this clause shall be limited to two days' leave.

(i) Where a man normally employed by the Company acts as relief checkweighman and the combined days worked in any month would qualify him for holiday allowance, the Company will accept such qualification and carry its proportion of the cost of holidays so granted, the balance to be borne by the checkweigh fund.

3. Limitation regarding sickness and compensation'

(a) In cases of legitimate illness certified by a doctor's certificate, a loss of not more than three days in any one calendar month would be considered as working time, and in compensation cases, a loss of not more than six days in any one month would be so considered.

(b) In the case of a man being off sick or on compensation for a lengthy period, as well as in cases where men are laid off work and subsequently rehired, this shall not be considered as having terminated his employment in calculating the twelve consecutive months of employment.

4. Subject to Section 1. (c): preference will be given in the taking of holidays to the order in which

applications may be received for any specific dates, but it must be recognized that for operating reasons the decision with reference to the granting of such application must be arranged with the Colliery Manager.

5. Should an employee not wish to take his holidays during the year following that in which they were earned, he could choose to let them accumulate and take all of his holidays at the end of the two-year period.

6. Holidays taken under these arrangements will not be credited as working days, but as compensation, any days worked in excess of the number required to qualify for a holiday credit will be accumulated throughout the year and credited to the month in which holidays were taken.

7. (a) If an employee, not having been dismissed for cause, leaves the service of his employer for reasons beyond his control at a time when an unused period of vacation with pay stands to his credit, he should be paid the amount due him in lieu of vacation calculated to the date of his leaving such service.

(b) If an employee leaves the service of his employer of his own accord, or is dismissed for cause, at a time when an unused period of vacation with pay stands to his credit, he should be paid the amount due him in lieu of vacation calculated to the end of his last completed twelve months of service.

8. Disputes arising hereunder will be adjusted or settled under the machinery of our Agreement for the settlement of disputes.

National War Labour Board Decision Bulletin No. 17, dated September 10th, 1942, shall be used for determination in all cases where any matters arise to which this can be specifically applied, but this shall not be used to change any of the specific provisions of the foregoing Agreement.

9. It is accepted that this Agreement is more favorable in all matters than the Provincial Statutes or

Regulations, and it is agreed that joint representation shall be made to the Provincial Governments concerned to so approve.

HOUSE COAL

House coal prices to be increased by the amount permitted by the Wartime Prices and Trade Board.

This Agreement is based upon the full appreciation of both parties of the need for increasing tons produced per man employed and requires that Contract Miners and Day Wage employees shall devote their full available time under the Regulations to the performance of their duties.

Each Contract Miner and other underground employee shall remain in or at his working place until the time specified by order as being the end of the shift. Such specified time shall make due allowance for the time necessary to walk to the checking-out place, or to the man-trip, where such is provided. Failure to observe this provision, after two warnings, shall make the employee subject to discharge, unless good reasons can be given for leaving the working place before the times specified. Provided, however, that the specified times above mentioned shall be subject to agreement between the Management and the Local Union.

CONTRACT RATES AND LOCAL CONDITIONS

The Contract Rates and Local Conditions as embodied in the printed Agreement effective from December 9th, 1938, shall be continued without change, except as amended by this Agreement, and with the following proviso:

There shall be added to the earnings of Contract Miners at the applicable Contract Rates an amount of \$3.17 per day of eight hours.

THE CROW'S NEST PASS COAL COMPANY LTD.

Inside Day Wage Rates

	<i>Per Eight Hour Day</i>
Rock Miners.....	\$ 9.43
Radial Machine Runner.....	9.43
Chain Cutting Machine on Long Wall.....	10.11
Helper—Chain Cutting Machine on Long Wall....	9.35
Driver Spike Team.....	9.16
Miners.....	8.95
Air Pick Miners.....	8.95
Scraper Hoistman (Large Hoist)	8.95
Jigger.....	8.95
Main and Tail Rope Rider.....	8.95
Conveyor Mover.....	8.95
Timberman.....	8.95
Shotlighters.....	8.95
Tracklayers.....	8.95
Bratticemen.....	8.95
Hoist.....	8.56-8.95
Timber Packers.....	8.63
Pipe Fitters.....	8.95
Radial Machine Runner's Helper.....	8.95
Driver—man.....	8.56
Motorman.....	8.56
Rope Rider.....	8.56
Scraper Hoistman (Small Hoist).....	8.56
Conveyor Runner.....	8.39
Timberman's Helper.....	8.07
Tracklayer's Helper.....	8.07
Bratticeman's Helper.....	8.07
Motorman's Helper.....	8.07
Conveyor Mover's Helper.....	8.07
Pipe Fitter's Helper.....	8.07
Coupler—man.....	8.07
Pusher.....	8.07
Buckers.....	8.07
Chute Loaders and Discharge from Conveyor....	8.07

	<i>Per Eigh Hour Day</i>
Rope and Roller.....	8.07
Grippers.....	8.07
All other labor.....	8.07
Boys.....	7.02

DUCKBILL

Three Man Crew

Machine Runner (In charge of Place).....	\$10.47
Duckbill Operator.....	10.07
Faceman.....	9.67

Four Man Crew

As above with the addition of a second

Faceman at.....\$ 9.67

This man may be required, among his other duties, to attend to loading at the discharge end.

It is understood that the Crew duties may be intermingled.

Outside Day Wage Rates

Main and Tail Rope Engineer.....	\$ 9.27
Hoisting Engineer.....	9.11
Blacksmiths.....	9.05
Welders—Acetylene and Electric:	
1st Class.....	9.05
2nd Class.....	8.56
Carpenters.....	9.05
Machinists.....	8.56-9.05
Truck and Motor Mechanics:	
1st Class.....	9.05
2nd Class.....	8.56
Endless Rope Engineer.....	8.95
Cleaning Plant Operator—Air.....	8.95
Box Car Loader Engineer.....	8.56
Tipple Engineer.....	8.56

	<i>Per Eight Hour Day</i>
Coal Distributor, Preparation Plant.....	8.56
Locomotive Engineer.....	8.56
Jigger.....	8.56
Car Repairers.....	8.56
Fan Fireman.....	8.56
Motorman.....	8.56
House Repair Man.....	8.56
Cleaning Plant Operator—Wet.....	8.56
Truck Driver.....	8.56
Caterpillar Driver.....	9.17
Fireman—With Certificate.....	8.28
Locomotive Switchman.....	8.12
Tipple Dumper Man.....	8.12
Wiperman.....	8.12
Driver—Outside.....	8.12
Fireman.....	8.07
Fireman's Helper.....	8.07
Tipple Dumper's Helper.....	8.07
Car Repairer's Helper.....	8.07
Machinist's Helper.....	8.07
Blacksmith's Helper.....	8.07
Carpenter's Helper.....	8.07
Fanman.....	8.07
Retarding Conveyor Operator.....	8.07
Railway Car Handler.....	8.07
Tipple Shakerman.....	8.07
Tipple Oiler.....	8.07
Washer Oiler.....	8.07
Oilers—men.....	8.07
Lampman.....	8.07
Teamsters.....	8.07
Slate Picker—man.....	8.07
Rock Pickers.....	8.07
Ashmen.....	8.07
Stableman.....	8.07
Coupler man.....	8.07
All other outside labor.....	8.07
Boys.....	6.47

*Per Eight
Hour Day*

Beehive Coke Ovens

Locomotive Engineer.....	8.56
Coke Crusher.....	8.56
Larrymen.....	\$ 8.07
Plasterers.....	8.07
Carters and Cleaners.....	8.07
All other labor.....	8.07

By-Product Coke Ovens

1. The necessity for continuous and scheduled operation of the By-Product Ovens of the Company is recognized and admitted by the U.M.W. of A.

2. The Company will at least once each month post a work schedule at a convenient place in the plant showing each man the shifts he is scheduled to work, and failure to report for duty at the proper time by any man without having given the Company Superintendent six hours' notice before starting time, unless prohibited from giving notice by sickness or unavoidable circumstances over which the employee has no control shall be dealt with according to the "Penalty for Absence from Work" clause, Page 11 of the General Agreement.

If, notwithstanding the provisions of this section, a man is absent from work, the employee on the previous shift employed on the same duties shall not leave his work until a substitute has been found and provided by the management.

3. The By-Product Coke Oven Plant shall be included in the provisions made on Page 15 of the Agreement between District 18, United Mine Workers of America and The Western Canada Bituminous Coal Operators' Association and under the heading of "Employees to Care for Mine".

It is agreed that no coke produced during a legal suspension of operations shall be sold on the market during such period. The ovens would be operated at

a reduced capacity, approximately 50% of normal during any such legal suspension affecting the mines.

4. The seniority provision of the aforementioned agreement shall apply, but only within the employees of the plant as a separate unit.

5. The Company will post a "Pushing Schedule" giving the time intervals at which ovens should be discharged which shall be at not less intervals than thirty (30) minutes but may be at longer intervals. The Company will decide as to the number of men required to operate the schedule as posted.

WAGE RATES

Pusher Operator, per 8-hour day.....	\$ 8.67
Larryman, per 8-hour day.....	8.67
Cokeside Man, per 8-hour day	8.67

CONTRACT RATES

MICHEL COLLIERY

No. 3 Seam—Old No. 3 Mine:

Tonnage.....	\$.79
Yardage: Main levels and parallels.....	2.25
Cross cuts between main levels.....	2.25
Main inclines and parallels.....	2.25
Cross cuts between main inclines.....	2.25
Main slopes and parallels.....	2.25
Cross cuts between main slopes	2.25
Room cross cuts (no tracks) ..	.72

New No. 3 Mine:

Tonnage and yardage same as old No. 3.

No. 8 Mine:

Tonnage.....	\$.75
Yardage: Main levels and parallels.....	1.25
Cross cuts between main levels.....	1.25
Main inclines and parallels.....	1.25
Cross cuts between main inclines.....	1.25
Main slopes and parallels	1.25
Cross cuts between main slopes.....	1.25
Room cross cuts (no tracks).....	.72

No. 1 Seam:

Tonnage and yardage same as No. 8 Mine.	
Air pick mined coal:	
Room work—loaded in cars.....	\$.60
Room work—loaded on conveyors.....	.50
Pillars and long face work—extracting—	
Differential.....per ton	.05

No. 8 North Mine:

Tonnage and yardage same as New No. 8.

B Mine: Machine Mined Coal:

Narrow work—Loaded in cars.....	.57½
Miners to cut coal.	
Narrow work—Loaded on conveyors.....	.47½
Miners to cut coal.	
Long Face—Loading on conveyors.....	.40
This includes cut through to form new long faces.	
Timbers: Where flats are used, same to be paid	
80c per flat. Post to be paid same rate	
as other mines.	
Yardage: Main levels and parallels.....	.45
Cross cuts between main levels.....	.45
Main inclines and parallels.....	.45
Cross cuts between main inclines.....	.45
Main slopes and parallels.....	.45
Cross cuts between main slopes.....	.45

COAL CREEK COLLIERY**CONTRACT RATES****No. 1 Seam:**

Tonnage.....	\$.75
Air pick mining: Loaded into cars.....	.60
Loaded onto conveyors.....	.50
Pillar—long face work—extracting differential.....	.05

Yardage: Main levels and parallels.....	1.25
Cross cuts between main levels.....	1.25
Main inclines and parallels.....	1.25
Cross cuts between main inclines.....	1.25
Main slopes and parallels.....	1.25
Cross cuts between main slopes.....	1.25
Room cross cuts (no tracks).....	.65

OTHER CONTRACT RATES—BOTH COLLIERIES

Pillar extracting (differential 5c per gross ton).	
Posts and cap pieces setting 4c per lineal foot.	
Bridge sticks.....	\$2.50
Tracklaying, 16 pound steel (single).....per yard	.20
Tracklaying, 16 pound steel (double).....per yard	.40
Room Timber, 6 in. to 8 in.....per set	1.30
Room Timber, 8 in. to 10 in.....per set	1.55
Room Timber, 10 in to 12 in.....per set	1.90
Room Timber, 12 in. to 14 in.....per set	2.15
Room Timber, 14 in. to 16 in.....per set	2.40
Entry Timber, 8 in. to 10 in.....per set	1.30
Entry Timber, 10 in. to 12 in.....per set	1.55
Entry Timber, 12 in. to 14 in.....per set	1.90
Entry Timber, 14 in. to 16 in.....per set	2.25
Building Chute, per lineal yard.....	.40
McGinty's.....	3.85
Small McGinty's.....	1.90
Bull Wheel.....	6.50
Filling Water—45c per tank, 25c per barrel.	
Small Dump Car—7 cents per cubic yard.	

BANDS OF ROCK OR DIRT IN SEAM

Should small bands of dirt or rock occur in the seam averaging three (3) inches in thickness across the working face of coal, the contract miner shall cast back this material as directed by the Overman or Fireboss without further compensation being made other than for clean coal.

Should these bands exceed an average thickness of three (3) inches across the working face, the Company will compensate the contract miner at the rate of 58 cents per cubic yard, over and above the above quantity; the understanding being that this material is either to be cast back as directed or loaded into cars. When loaded into cars the Company will compensate the contract miner to the extent of 45c per small car and 55c per large car.

CAP ROCK

Where Cap Rock cannot be held up and has to be removed by the miner, it shall be paid for at the rate of four-fifths of a cent per inch in thickness per foot in width per lineal yard.

It is understood that all impurities between the Cap Rock and the floor are not subject to the above rate but when removed shall be paid for at the rate of 58c per cubic yard.

DOCKAGE AND PENALTIES FOR LOADING IMPURITIES

(a) The miners are to deliver their coal as free from rock and other impurities as is practicable, and in case of a miner failing to do so, he shall be warned for the first offence, and for continued cases may be discharged. In case any miner being penalized for loading dirty coal, the responsibility for loading dirty coal shall apply equally to each partner who participates in loading the dirty coal.

(b) In the event of a miner having five (5) pounds of dirt or over in every cwt. of coal in his mine car and is penalized for same, the penalty shall not exceed the loss of his car and two (2) days layoff.

24 cwt. car—120 pounds of rock or over.

30 cwt. car—150 pounds of rock or over.

35 cwt. car—175 pounds of rock or over.

40 cwt. car—200 pounds of rock or over.

Weights in between above to be in like proportion. The latter part of this clause shall not apply to repeated offences of loading dirty coal. Wet places shall be taken into consideration.

(c) In the event of short time, the penalty for loading refuse shall be one day's layoff instead of two days. This is to apply where there are three or less working days per week.

(d) Also when a miner comes under the Dockage clause, re penalties, he shall still receive his lamp that day and see the Superintendent when he comes off shift and be notified when to start work again, without having to come up and see the Superintendent about securing his lamp.

(e) The dirt or slate or other impurities picked from the coal going over the picking tables or screens shall be weighed for a period of twelve working days. From this method of weighing, the average weight of waste in each mine car will be determined and form a basis of deductions per car in favor of the Company; or, in other words, presuming that the average dirt taken from each car equals 17 pounds then the Company will have the right to deduct from the weight of each pit car 12 pounds to compensate them for hauling and handling of waste. If the average of waste does not exceed five pounds per car there will be no deduction for waste, the five pounds per car being considered reasonable allowance for slate or waste that the miner or loader cannot consistently pick out from the various kinds of coal.

(f) If the average weight of dirt in each car exceeds 17 lbs. or runs below 17 pounds, the difference between the actual average weight of dirt in each car and the five pounds per car allowance shall form the basis of allowance for waste.

(g) It is further understood that this system of weighing the average dirt sent out in each car may be checked at either the request of the miners or the Company at any time during the life of this agreement.

(h) Further, should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines to prevail:

(i) Applies to 24 cwt. cars. First offence: 50 pounds of rock or slate, warning and fine of 100 pounds of coal for first offence; for second offence, 65 pounds of rock or slate shall be fined 200 pounds of coal; for third offence, 85 pounds of rock or slate shall be fined 400 pounds of coal and 150 pounds of rock or slate or over shall be fined all the coal in the car and make miner liable to discharge.

(j) Applies to heavy cars. For 75 pounds of rock or slate, warning and a fine of 150 pounds of coal; for second offence, 97 pounds of rock or slate, shall be fined 300 pounds of coal; third offence, for 127 pounds of rock or slate in car, shall be fined 600 pounds of coal; 225 pounds of rock or slate shall be fined all the coal in the car and liable to discharge.

(k) The weighman shall give the first warning and keep record of offences, and report them daily to the Mine Manager.

(l) The money coming from this special list of fines (after deducting the actual weight of rock) shall be applied to providing prizes for miners' sports or the entertaining of miners' children.

(m) In case of a car being confiscated in or around the mines by an official, the official so doing shall mark on same the date of confiscation and his initials, and he shall the same day send a note to the weighman regarding same.

The practice at Michel covering reloading of cars off track shall remain in effect, viz., 80c for small cars and \$1.00 for large cars, as arranged by Company and men in letter of February 18th, 1926.

LOADING ROCK AND REFUSE

Where a miner is requested by the Company to load rock or refuse from his working face, he shall be

paid as follows:

Into small cars.....45c. per car
Into big cars.....55c. per car

CASTING COAL

All tracks shall be kept within ten feet of the coal face, otherwise yardage shall be paid at the room cross-cut price, viz., 72 cents per yard. All cross-cuts shall be driven from the lower side as far as possible.

SETTING OF COGS

Where the Company requires miners to set cogs the rate for setting same shall be 24 cents per foot of height, three feet square, and 32 cents per foot of height, four feet square, properly filled with rock, providing rock is only moved once. The Company shall build cogs larger than four feet square.

V TIMBERS AND BRIDGE STICKS

The setting of V Timbers and Bridge Sticks shall be optional. Where the Company performs this work they shall take out all posts and stumps, leaving the coal face clear for the contract miner to commence work.

BULL WHEELS

To be moved every 12 feet, also small McGinty's to be moved every 12 feet and paid for same.

SNUBBING POSTS

To be moved every 12 feet and paid for at the rate of \$1.95.

In cases where snubbing posts are used by contract miners, said miners are to be paid in excess of regular tonnage 5 cents per ton for manipulating snubbing post ropes, said excess tonnage to apply to the driving of snubbing places from beginning up to 70 feet.

Temporary siding switches in rooms or levels to be kept up in accord with 1924 to 1928 agreement.

Where switches and curves have to be laid, said work to be done so that no time will be lost by the miners in said places.

DUMP CARS

Where dump cars are used, they shall be paid for at the rate of 7 cents per ton up to 70 feet; over 70 feet 10 cents per ton. But it shall be optional with the miner or Company whether or not he shall continue on contract work. All dump cars to be constructed in such a way as to enable the actual dumping to be performed by one man.

BEEHIVE COKE OVENS

Contract Rates

Levelling and Drawing: 6½ ton charge, per oven	\$1.82
5 ton charge, per oven	1.50
Loading: Box cars.....	per ton .31
Rack cars.....	per ton .29

There shall be added to the contract earnings of each man employed at the above contract rates, the amount of \$3.17 per day of 8 hours.

LOCAL CONDITIONS

Wet Places—Men engaged in digging ice in main intake airways of any mines shall be paid at the same rate as for a wet place, it being understood that the man be given sufficient time to change his wearing apparel when necessary.

Pumps and Syphons—Where a pump or syphon is being used and miners are asked to look after the same, they shall be compensated therefor at the rate of 50 cents per shift for each miner. This does not apply to hand pumps.

Light Work for Aged Men—This question to be mutually arranged for between the Mine Management and the Pit Committee, at current agreement rates.

Allowance for Miners Driving a Horse—That a contract miner taking a horse to pull coal from his own working place, or that of his partner shall be paid at miner's rate, per shift, according to the time worked as a driver but in no case less than two hours company work. This clause is optional.

Stoppage of Work—In case of stoppage of work in one section or in one mine as a whole, the company employees shall be paid for time worked in full, bank to bank.

If owing to any unforeseen circumstances a mine or mines are not to be worked, the company will endeavor to notify all employees working in such mine.

Dumps and Chutes—It will be understood that the miner will be given the privilege of building his own dump or chute when practical.

Partners to Divide Earnings—It is agreed that partners will divide earnings and expenses. The Company will undertake to divide earnings of any men working partners, who instruct the Company in writing to do so.

Cars Off Tracks—Mine officials shall be instructed to report all cases of unreasonable time being taken up by contract miners lifting cars on track or any other class of work performed, with a view to compensation.

Insurance on Employees' Clothing—The Company will insure employees' clothing in the washhouse against loss by fire only, to a maximum amount of Ten dollars (\$10) in each individual case.

House Coal Supplied To Employees

Washed and dustless treated.

	<i>Michel</i>	<i>Fernie</i>	<i>Coal Creek</i>
Cobble.....	\$5.01	\$5.30	\$4.80
Minerun.....	4.44	4.72½	4.20
Stoker.....	—	5.30	—
Sanitation, per month for each house			1.00
Water per month for each house (shack).....			.50
Water per month for each house.....			1.00
Water per month for bath, each house (extra)			1.00
Electric light per month, 16 C.P. Light.....			.50

Wash House—Charge to all employees shall be 25 cents per month while present facilities continue. When new wash houses are completed the rate to be paid shall be 5 cents per shift worked by each employee, with a maximum charge of \$1.00 per month.

Tool sharpening per month—50 cents.

House rents to remain as in agreement which expired March 31st, 1931, so long as conditions in connection with houses remain the same.

All employees to be supplied with electric light and power at the rate of 10 cents per K.W.H. per month up to 20 K.W.H., and thereafter at the rate of 4 cents per K.W.H., SUBJECT to 20 per cent discount when paid on or before the 25th of the succeeding month. Minimum \$1.00 per month, with 15 cents per month meter rental.

INTERNATIONAL COAL & COKE COMPANY LTD.

INSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Bratticemen's Helpers.....	\$8.07
Timbermen's Helpers.....	8.07
Tracklayer's Helpers.....	8.07
Locomotive Switchmen.....	8.07
Couplers.....	8.07
Pushers.....	8.07
Buckers.....	8.07
Loaders.....	8.07
Pumpmen.....	8.07
Motormen.....	8.56
Locomotive Engineers.....	8.56
Drivers.....	8.56
Rope Riders.....	8.56
Timber Packers.....	8.63
Hoistmen.....	8.56-8.95
Miners.....	8.95
Shotlighters.....	8.95
Bratticemen.....	8.95
Timbermen.....	8.95
Tracklayers.....	8.95
Pipe Fitter.....	8.95
Pipe Fitter's Helper.....	8.07
Drivers, Spike Team.....	8.95
Rock Miners.....	9.43
Motormen's Helpers.....	8.07
Cagers, Slope and Incline.....	8.07
Boys.....	7.02
All Labor Unclassified.....	8.07

OUTSIDE DAY WAGE RATES

Slate Pickers.....	\$8.07
Car Oilers.....	8.07
Ashmen.....	8.07
Wipers.....	8.07
Couplers.....	8.07

	<i>Per Eight Hours Day</i>
Rock Bank Men.....	8.07
Stablemen.....	8.07
Finisher after Box Car Loader.....	8.07
Firemen's Helpers.....	8.07
Railway Car Handlers.....	8.07
Tipple Dumper's Helpers.....	8.07
Top Cager.....	8.07
Tipple Oilers.....	8.07
Washer and Tipple Oilers.....	8.07
Timber Sawyer.....	8.07
Bottom Men.....	8.07
Teamsters.....	8.07
Caterpillar Driver.....	9.17
Blacksmith's Helper.....	8.07
Carpenter's Helper.....	8.07
Car Repairer's Helper.....	8.07
Electrician's Helper.....	8.07
Machinist's Helper.....	8.07
Firemen.....	8.07
Tipple Dumper.....	8.07
Lampmen.....	8.07
Box Car Loader Engineer.....	8.56
Locomotive Engineer.....	8.56
Locomotive Switchman.....	8.12
Power House Engineer.....	9.27
Car Repairer.....	8.56
General Truck Driver.....	8.56
Hoisting Engineer.....	9.11
Blacksmiths.....	9.05
Carpenters.....	9.05
Machinists.....	8.56-9.05
Welders—Acetylene and Electric:	
1st Class.....	9.05
2nd Class.....	8.56
Boys.....	6.47
Coke Puller Engineer.....	8.56
All Coke Oven Labor, Unclassified.....	8.07
All Labor Unclassified.....	8.07

CONTRACT RATES

No. 2 Seam

Mining Rate: (Except in pillars) to be 72 cents per gross ton. Pillars to be 59 cents per gross ton.

Yardage:

Levels to be 10 feet wide, 7 feet high on the low side, and thickness of coal on the upper side, \$2.16 per lineal yard.

Parallel airway to be 6 feet by 10 feet, \$2.03 per lineal yard.

Cross-cuts between levels, 6 feet by 8 feet, \$1.74 per lineal yard.

Room Crosscuts:

To be not less than 8 ft. by 8 ft., not to be driven more than 25 feet from one side, no track, \$1.16 per lineal yard.

If over 25 feet and up to 35 feet \$1.45 per lineal yard.

If over 35 feet and up to 50 feet, \$1.74 per lineal yard.

If over 50 feet, \$2.02 per lineal yard.

If over 75 feet and up to 100 feet, \$2.60 per lineal yard;

Provided however that if the Company supplies a buggy and rails, after the first 25 feet have been driven, the rate be \$1.16 per lineal yard up to 200 feet.

If over 200 feet and up to 300 feet, the rate to be \$2.32 per lineal yard.

No payment for laying of track.

Timbering:

Main Entry Timbering—Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.46 per set, with lagging.

Parallel Airway Timbering—Maximum to be 12 inches in diameter at butt and 14 feet in length, \$2.32 per set with lagging.

Room Timbers.—Maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.16 per set. If required to set timber of larger dimensions to be paid in proportion or be set by the Company.

Props:

All props, exclusive of those used to set brattice or chutes 5.5 cents per lineal foot.

Lagging:

Entries, cross-cut corners and cross-cuts, \$1.16 per lineal yard, to be the full height of the seam when necessary. When the Company requests the miner to lag the side of the room sets, 48 cents per side for lagging the side the height required.

Tracklaying:

All tracks to be laid by the Company, except a pair of temporary rails to the face, which shall be laid by the miner without charge.

Chutes:

35 cents per lineal yard, 5 planks 2 inches by 12 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron.

Brattice:

5.5 cents per lineal yard for each foot in height.

Ladders:

2 feet wide, one foot between rungs, 23c per lineal yard.

Brushing:

Brushing shall be paid for at the rate of 1 cent per foot in width, per inch in depth, per lineal yard, up to 12 feet in width; over 12 feet in width in pillars, no brushing to be paid for. Brushing in the main entry, where a ratchet drill is used, 9½ cents per inch in depth, per lineal yard. If done by hammer and steel to be company work.

Skipping:

No. 2 Main Entry—First Skip in Coal.

Present No. 2 Main Entry price as per Agreement.

Re-Opening and Re-Timbering No. 2 Main Entry:

\$11.61 per lineal yard.

\$2.46 per set, 10 feet to 12 feet, inclusive, at height of car.

72 cents per gross ton of coal.

**No. 4 Seam
No Powder**

Mining Rate:

(Except in Pillars) to be 65 cents per gross ton.
Pillars to be 53 cents per gross ton.

Yardage:

Levels not less than 12 feet wide by thickness of seam, \$4.94 per lineal yard.

Parallels:

Thickness of seam not less than 10 feet wide, \$1.16 per lineal yard.

Cross-cuts Between Levels:

Thickness of seam not less than 8 feet wide, \$1.16 per lineal yard.

Room Crosscut:

To be not less than 8 ft. wide and the thickness of the seam, not to be driven more than 25 ft. from one side, no track, \$1.16 per lineal yard.

If over 25 feet and up to 35 feet, \$1.45 per lineal yard.

If over 35 feet and up to 50 feet, \$1.74 per lineal yard.

If over 50 feet, \$2.02 per lineal yard.

If over 75 feet and up to 100 feet, \$2.60 per lineal yard;

Provided however that if the Company supplies a buggy and rails, after the first 25 feet have been driven, the rate be \$1.16 per lineal yard up to 200 feet.

If over 200 feet and up to 300 feet, the rate to be \$2.32 per lineal yard.

No payment for laying of track.

Timbering—Same as No. 2 Seam.

Props—Same as No. 2 Seam.

Lagging—Same as No. 2 Seam

Tracklaying—Same as No. 2 Seam.

Chutes—Same as No. 2 Seam .

Brattice—Same as No. 2 Seam.

Brushing—Same as No. 2 Seam.

Ladders—Same as No. 2 Seam.

Re-Opening and Re-Timbering No. 4 Main Entry:

\$11.61 per lineal yard.

\$2.46 per set, 10 feet to 12 feet, inclusive, at height of car.

65 cents per ton of coal (gross).

Dockage:

Old cars to have 25 pounds added to tare.

New cars to have 35 pounds added to tare.

First: The miner to be warned that he is sending out dirty coal.

Dockage to be as follows:

Over 40 lbs. and up to 60 lbs., 200 lbs. of coal.

Over 60 lbs. and up to 75 lbs., 400 lbs. of coal.

Over 75 lbs. and up to 112 lbs., 800 lbs. of coal.

Over 112 lbs. and up to 140 lbs., 1600 lbs. of coal.

Over 140 lbs. the whole car (small) or 3400 lbs. of coal.

Large car, over 206 pounds, the whole car.

Ninth offence: Two days' layoff.

Tenth offence: Discharge.

Each day on which a miner is docked counts as an offence. Ten offences to be in one month.

Average car to be an average of the cars on the trip before the car in question for that check number.

HOUSE COAL

Delivery of house coal to workmen to be confined to present townsite of Coleman at \$3.90 per ton; 1/4 in. Screened Coal to be \$4.65 per ton, and Lump Coal \$5.25 per ton. If the Company is requested to deliver coal beyond the said townsite, arrangements to be made between the Company and the Employees.

GENERAL

It is hereby agreed and understood that conditions and matters not specifically covered herein shall be governed by past practices.

Seniority rights to prevail; that is to say the employee with the longest continual term of service with the company shall be given preference within the classification wherein he is employed.

McGILLIVRAY CREEK COAL & COKE CO. LTD.

INSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Boys.....	\$7.02
Bratticemen's Helpers.....	8.07
Timbermen's Helpers.....	8.07
Tracklayer's Helpers.....	8.07
Locomotive Switchmen.....	8.07
Couplers.....	8.07
Pushers.....	8.07
Buckers.....	8.07
Loaders.....	8.07
Pumpmen.....	8.07
Motormen.....	8.56
Locomotive Engineers.....	8.56
Drivers.....	8.56
Hoistmen.....	8.56-8.95
Cagers, Slope and Incline.....	8.07
Rope Riders.....	8.56
Timber Packers.....	8.63
Miners.....	8.95
Shotlighters.....	8.95
Bratticemen.....	8.95
Timbermen.....	8.95
Tracklayers.....	8.95
Pipe Fitter.....	8.95
Pipe Fitter's Helper.....	8.07
Drivers, Spike Team.....	8.95
Rock Miners.....	9.43
Motormen's Helpers.....	8.07
Bottomers' Helpers.....	8.07
All Labor Unclassified.....	8.07

OUTSIDE DAY WAGE RATES

Slate Pickers.....	\$8.07
Slate Pickers (Boys).....	6.47

	<i>Per Eight Hour Day</i>
Car Oilers	8.07
Fanmen	7.24
Ashmen	8.07
Wipers	8.07
Couplers	8.07
Rock Bank Men	8.07
Stablemen	8.07
Finisher after Box Car Loader	8.07
Firemen's Helpers	8.07
Railway Car Handlers	8.07
Tipple Dumper	8.07
Tipple Dumper's Helpers	8.07
Tipple Oilers	8.07
Sawmill Sawyer	8.67
Teamsters	8.07
Caterpillar Driver	9.17
Blacksmith's Helper	8.07
Carpenter's Helper	8.07
Car Repairer's Helper	8.07
Electrician's Helper	8.07
Machinist's Helper	8.07
Firemen	8.07
Lampmen	8.07
Box Car Loader Engineer	8.56
Locomotive Engineer	8.56
Locomotive Switchman	8.12
Power House Engineer	9.27
Car Repairer	8.56
General Truck Driver	8.56
Hoisting Engineer	9.11
Blacksmiths	9.05
Carpenters	9.05
Machinists	8.56-9.05
Welders—Acetylene and Electric:	
1st Class	9.05
2nd Class	8.56
Boys	6.47
All Labor Unclassified	8.07

CONTRACT RATES

No. 2 Seam

Mining Rate:

(Except in Pillars) to be 72 cents per gross ton.
Pillars to be 59 cents per gross ton.

Yardage:

Main entries 10 feet wide by 7 feet high on low side, and thickness of coal on high side, price \$2.16 per lineal yard. Coal from main entries 72 cents per gross ton.

Counter Entries:

To be 6 feet by 10 feet, price \$2.03 per lineal yard; coal from counter entries, 72 cents per gross ton.

Chutes:

Between entries 6 feet by 8 feet, \$1.74 per lineal yard; coal from chutes 72 cents per gross ton.

Room Crosscuts:

To be not less than 8 ft. by 8 ft., not to be driven more than 25 feet from one side, no track, \$1.16 per lineal yard.

If over 25 feet and up to 35 feet, \$1.45 per lineal yard.

If over 35 feet and up to 50 feet, \$1.74 per lineal yard.

If over 50 feet, \$2.02 per lineal yard.

If over 75 feet and up to 100 feet, \$2.60 per lineal yard:

Provided however that if the Company supplies a buggy and rails, after the first 25 feet have been driven, the rate be \$1.16 per lineal yard up to 200 feet.

If over 200 feet and up to 300 feet, the rate to be \$2.32 per lineal yard.

No payment for laying of track.

Timbering:

Main Entry Timber—maximum to be 12 in. in diameter at butt and 14 ft. in length, \$2.46 per set, including lagging.

Counter Entry Timber—Maximum to be 12 in. in diameter, and 14 ft. in length, \$2.32 per set, including lagging.

Room Timbers—Maximum to be 10 inches in diameter at butt and 16 feet in length, \$1.16 per set. If required to set timber of larger dimensions to be paid in proportion or be set by the Company.

Props:

All props, exclusive of those used to set brattice or chutes 5.5 cents per lineal foot.

Tracklaying:

All tracks to be laid by the Company, except a pair of temporary rails to the face, which shall be laid by the miner without charge.

Chutes:

35 cents per lineal yard, 5 planks 2 inches by 12 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron.

Brushing:

Brushing shall be paid for at the rate of 1 cent per foot in width, per inch in depth, per lineal yard, up to 12 feet in width; over 12 feet in width in pillars, no brushing to be paid for. Brushing in the main entry, where a ratchet drill is used, 10 cents per inch, per lineal yard. If done by hammer and steel to be Company work.

Brattice:

5.5 cents per lineal yard for each foot in height.

Ladders:

2 feet wide, one foot between rungs, 23c per lineal yard.

Lagging:

Entries, cross-cut corners and cross-cuts, \$1.16 per lineal yard, to be the full height of the seam when

necessary. When the Company requests the miner to lag the side of the room sets, 48 cents per side for lagging the side the height required.

No. 4 Seam

No Powder

Mining Rate:

(Except in Pillars) to be 65 cents per gross ton.
Pillars to be 53 cents per gross ton.

Yardage:

Levels not less than 12 feet wide by thickness of seam, \$4.94 per lineal yard.

Parallels:

Thickness of seam not less than 10 feet wide, \$1.16 per lineal yard.

Cross-cuts between Levels:

Thickness of seam not less than 8 feet wide, \$1.16 per lineal yard.

Room Crosscut:

To be not less than 8 ft. wide and the thickness of the seam, not to be driven more than 25 ft. from one side, no track, \$1.16 per lineal yard.

If over 25 feet and up to 35 feet, \$1.45 per lineal yard.

If over 35 feet and up to 50 feet, \$1.74 per lineal yard.

If over 50 feet, \$2.02 per lineal yard.

If over 75 feet and up to 100 feet, \$2.60 per lineal yard;

Provided however that if the Company supplies a buggy and rails, after the first 25 feet have been driven, the rate be \$1.16 per lineal yard up to 200 feet.

If over 200 feet and up to 300 feet, the rate to be \$2.32 per lineal yard.

No payment for laying of track.

Timbering—Same as No. 2 Seam.

Props—Same as No. 2 Seam.

Lagging—Same as No. 2 Seam
Tracklaying—Same as No. 2 Seam.
Chutes—Same as No. 2 Seam.
Brattice—Same as No. 2 Seam.
Brushing—Same as No. 2 Seam.
Ladders—Same as No. 2 Seam.

Dockage:

There shall be 40 pounds added to the tare of the car.
First dirty coal, warning only.
Rock over 80 lbs. and up to 120 lbs. deduct 400
lbs. coal.
Rock over 120 lbs. and up to 150 lbs. deduct 800
lbs. coal.
Rock over 150 lbs. and up to 224 lbs. deduct 1600
lbs. coal.
Rock over 224 lbs. and up to 280 lbs. deduct 3200
lbs. coal.
Rock over 305 lbs. deduct whole car.
Ninth offence: Two days' layoff.
Tenth offence: Discharge.

Each day on which a miner is docked counts as an offence. Ten offences to be in one month.

HOUSE COAL

Delivery of house coal to workmen to be confined to present townsite of Coleman at \$3.90 per ton; and Lump Coal \$5.25 per ton. If the Company is requested to deliver coal beyond the said townsite, arrangements to be made between the Company and the Employees.

GENERAL

It is hereby agreed and understood that conditions and matters not specifically covered herein shall be governed by past practices.

Seniority rights to prevail; that is to say the employee with the longest continual term of service with the Company shall be given preference within the classification wherein he is employed.

WEST CANADIAN COLLIERIES LIMITED

Inside Day Wage Rates

	<i>Per Eight Hour Day</i>
Rock Miners.....	\$9.43
Mine Carpenters.....	9.05
Miners.....	8.95
Shotlighters.....	8.95
Bratticemen.....	8.95
Timbermen.....	8.95
Tracklayers.....	8.95
Main and Tail Rope Riders.....	8.95
Cagers, Shaft.....	8.95
Hoistmen.....	8.95
Clutchmen.....	8.95
Driver Boss.....	8.95
Drivers (Spike Team).....	8.95
Machinemen (Air).....	8.95
Machinemen (Electric).....	8.95
Machinemen's Helper (Air).....	8.67
Machinemen's Helper (Electric).....	8.67
Timber Handler.....	8.63
Locomotive Engineer.....	8.56
Motormen.....	8.56
Drivers.....	8.56
Rope Riders.....	8.56
Conveyor Runners.....	8.39
Bratticemen's Helper.....	8.07
Timbermen's Helper.....	8.07
Tracklayer's Helper.....	8.07
Motormen's Helper.....	8.07
Pipe Fitter's Helper.....	8.07
Locomotive Switchmen.....	8.07
Roller Men.....	8.07
Cagers, Slope and Incline.....	8.07
Couplers.....	8.07
Pushers.....	\$8.07
Buckers.....	8.07

	<i>Per Eight Hour Day</i>
Loaders.....	8.07
Pumpmen.....	8.07
Grippers.....	8.07
All other labor unclassified.....	8.07
Boys, (Men's Wages at 18).....	7.02

DUCKBILL

Three-Man Crew

Machine Runner (in charge of place).....	\$10.47
Duckbill Operator.....	10.07
Faceman.....	9.67

Four-Man Crew

As above with the addition of a

Second Faceman, at..... 9.67

This man may be required, among his other duties, to attend to loading at the discharge end.

It is understood that the Crew duties may be intermingled.

MECHANICAL LOADING CREW

It is appreciated that other types of coal-cutters than the Radial Machine may be used, and provision is made in the rates for this.

The rate provided for Radial Machine Runner is to be used only for men working in combination as indicated herein, and is not to be used to change the present Agreement rate for this classification.

It must be understood that the duties of these men may be intermingled.

Rates of pay shall be as follows:

1. Machine Runner operating shortwall or longwall coal cutter such as the Goodman, Anderson and Boyes or the Mavor and Coulson machines.....\$10.47

	<i>Per Eight Hour Day</i>
2. Mechanical loader operator in charge of any loader. that automatically picks up the coal such as the Goodman Duckbill, Gardner-Denver loader or the Eimco-Finley loader.....	\$10.07
3. Radial Machine Runner.....	10.07
4. Any other man or men working at the coal face where the above mentioned machines are used.....	9.67

The Company will have the right to determine wether the car trimming shall be done by one of the facemen in conjunction with his work at the face or by a regular haulage man at ordinary classified rates.

OUTSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Tail Rope Engineer.....	\$9.27
Power House Engineer.....	\$8.56 to \$9.27
Hoisting Engineer.....	9.11
Carpenters.....	9.05
Blacksmiths.....	9.05
Machinists.....	\$8.56 to \$9.05
Welder—Acetylene and Electric:	
1st Class.....	9.05
2nd Class.....	8.56
Locomotive Engineer.....	9.05
Endless Rope Engineer.....	8.95
Tipple Engineer.....	8.56
Incline Engineer.....	8.56
Box Car Loader Engineer.....	8.56
Breaker Engineer.....	8.56
Ram Engine (Belgian).....	8.56
Locomotive Engineer's Helper.....	8.56
Steam Locomotive (Beehive).....	8.56
Car Repairer.....	8.56

	<i>Per Eight Hour Day</i>
Motor Truck Driver.....	8.56
Caterpillar Driver.....	9.17
Timber Framer.....	8.56
Locomotive Switchman.....	\$8.12
Carpenter's Helper.....	8.07
Blacksmith's Helper.....	8.07
Car Repairer's Helper.....	8.07
Electrician's Helper.....	8.07
Machinist's Helper.....	8.07
Fireman's Helper.....	8.07
Tipple Dumpers.....	8.07
Tipple Dumper's Helper.....	8.07
Fireman.....	8.07
Breaker Picker Boss.....	8.07
Box Car Shoveller.....	8.07
Lampman.....	8.07
Car Oilers.....	8.07
Breaker Oilers.....	8.07
Washer and Tipple Oilers.....	8.07
Railway Car Handler.....	8.07
Top Cagers.....	8.07
Teamsters.....	8.07
Stablemen.....	8.07
Finisher after Box Car Loader.....	8.07
Water Tender.....	8.07
Timber Sawyers.....	8.07
Slate Pickers.....	8.07
Fan Men.....	8.07
Ashmen.....	8.07
Wipers.....	8.07
Couplers.....	8.07
Breaker Screen Men.....	8.07
Rock Bank Men.....	8.07
Dirt Bank Men.....	8.07
Bottom Men.....	8.07
All other labor unclassified.....	8.07
Boys (Men's Wages at 18).....	6.47

TRUCK AND TRAILER RATES

It is hereby agreed that when trailers are used, attached to the trucks, for the purpose of hauling coal, then the drivers of these trailer trucks shall be paid an additional seventy-five cents (75c) per eight (8) hour shift for each and every shift in which they use the trailers. However, if the trailer is only used for four (4) hours or less in any one shift then the driver is only entitled to the Trailer Rate for the half shift, but if the trailer is used for more than half the shift, then the driver will be paid the Trailer Rate for the whole shift.

It is further agreed that this Agreement shall in no way affect our present Truck Driver's Rate of Eight Dollars and fifty-six cents (\$8.56) which will still apply to any driver in charge of a truck without a trailer.

CONTRACT RATES

GREENHILL MINE

No. 1 Seam

Gangway:

8 foot collar between notches, 11 foot spread, 7 feet clear above the rail, including all timbering, tight lagging, temporary track laying, ditching and loading coal and rock in separate cars: \$14.36 per lineal yard. Area wider than 8 foot collar to be paid in proportion.

Counter Gangways and Airways:

To be driven 6 feet high on the low side and 10 feet wide, rate 65c per ton and \$2.03 per lineal yard, including the necessary tracklaying, loading and dumping coal and rock separately.

Raises:

To be not less than 6 ft. x 8 ft. for a distance of 45 feet from the Gangway. Rate 65c per ton and \$1.74 per lineal yard. From that point the place shall be driven at room width and at room price.

First length of chute (12 feet) if built by miner, to be \$5.81.

Rooms Up the Pitch and Angles:

To be not less than 12½ feet wide; 65 per ton.

Cross Cuts and Rooms Across the Pitch:

To be not less than 8 ft. x 8 ft., rate 90c per ton, including handling coal, tracklaying, and pushing up to 200 feet. When driven over 200 feet, rate \$1.16 per lineal yard extra up to 300 feet.

Pillars:

Mining rate; 53c per ton. Batteries to be paid for at the rate of \$10.80 when built by the miner.

Timb ring:

Counter Gangways and Airways, maximum to be 12 in. diameter at butt, lagged as required \$2.32 per set.

Rooms, Angles and Raises, maximum to be 10 in. in diameter at butt, \$1.16 per set. If timber of larger dimension required to be set, price to be proportionate, or timber set by the Company. Lagging as required not to exceed 8 pieces per set, any additional over that number 5 cents each.

Props:

All props, exclusive of those used to set brattice or chutes, 5½c per lineal foot.

Lagging:

Counter Gangways, Cross-Cut Corners and Cross-Cuts, \$1.16 per lineal yard to be the full height of the seam when necessary. When the Company requests the miner to lag the side of the room, rate 48c per side for lagging the side the height required.

Brattice:

5½ per lineal yard for each foot in height.

Brushing

Rate one cent per foot in width per inch in depth per lineal yard, up to 12 feet wide; over 12 feet wide in pillars, no brushing to be paid for.

In Main Gangway, where a ratchet drill is used, 10c per inch per lineal yard. If done by hammer and steel, to be done Company work.

Ton:

Wherever in the foregoing rates the words "per ton" are used, they shall be understood to mean a ton of 2,240 pounds.

CONTRACT RATES

GREENHILL MINE

No. 2 Seam

Gangway:

8 foot collar between notches, 11 foot spread, 7 feet clear above the rail, including all timbering, tight lagging, temporary tracklaying, ditching and loading coal and rock in separate cars: \$14.36 per lineal yard. Area wider than 8 foot collar to be paid in proportion.

Counter Gangways and Airways:

To be driven 6 feet high on the low side and 10 feet wide; rate 72 cents per ton and \$2.03 per lineal yard including the necessary tracklaying, and loading and dumping coal and rock separately.

Raises:

To be not less than 6 ft. x 8 ft. for a distance of 45 feet from the Gangway. Rate—72c per ton and \$1.74 per lineal yard. From that point the place shall be driven at room width and a room price.

First length of chute, (12 feet) if built by miner to be \$5.81.

Rooms Up the Pitch and Angles:

To be not less than 12½ feet wide; rate 72c per ton.

Cross-Cuts and Rooms Across the Pitch:

To be not less than 8 ft. x 8 ft., rate 97c per ton, including handling coal, tracklaying and pushing up to 200 feet. When driven over 200 feet, rate \$1.16 per lineal yard extra up to 300 feet.

Pillars:

Mining rate 59c. Batteries to be paid for at the rate of \$10.80 when built by the miner.

Timbering:

Same as in number One.

Props:

Same as in Number One.

Lagging:

Same as in Number One.

Brattice:

Same as in Number One.

Brushing:

Same as in Number One.

Ton:

Whenever in the foregoing rates the words "per ton" are used, they shall be understood to mean a ton of 2,240 pounds.

GENERAL CONDITIONS—GREENHILL**Both Seams****Chute Building:**

Shall be paid for at the rate of 35 cents per lineal yard, 5 planks, 2 inches by 12 inches, centre prop every 5 feet and sheet iron properly nailed to planks.

When the side chute has to be built more than two planks high, the extra planks shall be paid for at the rate of 7 cents per foot in height per yard in length.

First length of chute in main and back angles \$4.65.

Clay:

To be placed in the nearest cross-cut to the face.

Manway:

Ladders 2 feet wide, 1 foot between rungs, 23 cents per lineal yard.

Platform:

Building and tearing down—\$3.49.

Needling:

When the Company requires needling in of the collar of the breast set on one rib and hitching in the collar on the opposite rib; 81 cents per set extra.

Minimum depth of needling—8 inches.

Where cross-cuts are driven the full height of the seam and the Company requires the sets to be needled; 81 cents per set extra.

Overpush:

In Counter Gangways and Airways, when coal has to be pushed more than 200 feet by the miners, they shall be paid 80c for each extra lineal yard.

Extra Braces:

When ordered, shall be paid 5 cents per lineal foot.

Tracklaying:

All tracks, unless covered otherwise in this contract, to be laid by the Company except a pair of temporary rails laid to the face, which shall be laid by the miner without charge.

Rock:

When rock bands occur in the seam, in excess of three inches in thickness, the Company will pay '58

cents per cubic yard for the amount of rock over the three inches.

Rock so paid for shall be gobbled or loaded into cars as required by the Management.

Dockage:

There shall be 60 pounds added to the tare of the car. First dirty coal, warning only. Rock over 80 pounds and up to 120 pounds, deduct 400 pounds of coal. Rock over 120 pounds and up to 150 pounds, deduct 800 pounds of coal. Rock over 150 pounds and up to 224 pounds deduct 1600 pounds of coal. Rock over 224 pounds and up to 280 pounds, deduct 3200 pounds of coal. Rock over 305 pounds, deduct the whole car. Ninth offence two days lay-off. Tenth offence discharge. Each day on which a miner is docked counts as an offence. Ten offences to be in one month.

CONTRACT RATES—BELLEVUE MINE

No. 1 Seam

Gangway:

To be driven 11 feet collar, 14 feet spread, 7 feet clear above the rail; \$18.27 per lineal yard, including all timbering, tracklaying, and handling of coal and rock. Rate to be proportional to length of collar, down to 8 feet.

Counter Gangways and Airways:

To be driven 6 feet high on the low side and 10 feet wide; rate 65c per ton and \$2.03 per lineal yard, including the necessary tracklaying, loading and dumping coal and rock separately.

Raises:

To be not less than 6 ft. x 8 ft. for a distance of 45 feet from the Gangway. Rate 65c per ton and \$1.74 per lineal yard. From that point the place shall be driven at room width and at room price.

First length of chute (12 feet) if built by miner, to be \$5.81.

Rooms Up The Pitch and Angles:

To be not less than 12½ feet wide; 65c per ton.

Gross-Cuts and Rooms Across The Pitch:

To be not less than 8 ft. x 8 ft., rate 90c per ton, including handling coal, tracklaying, and pushing up to 200 feet. When driven over 200 feet, rate \$1.16 per lineal yard extra up to 300 feet.

Pillars:

Mining Rates—53c per ton. Batteries to be paid for at the rate of \$10.80 when built by the miner.

When a barrier is left when drawing a pillar, rate 57c per ton for the top 13½ feet of the pillar.

Timbering:

Counter Gangways and Airways—Maximum to be 12 in. in diameter at butt, lagged as required \$2.32 per set.

Rooms, Angles and Raises—Maximum to be 10 in. in diameter at butt, \$1.16 per set. If timber of larger dimension required to be set, price to be proportionate, or timber set by the Company. Lagging as required not to exceed 8 pieces per set, any additional over that number 5c each.

Props:

All props, exclusive of those used to set brattice or chutes, 5½c per lineal foot.

Lagging:

Counter Gangways, Cross-Cut Corners and Cross-Cuts, \$1.16 per lineal yard to be the full height of the seam when necessary. When the Company requests the miner to lag the side of the room, rate—48c per side for lagging the side the height required.

Brattice:

5½c per lineal yard for each foot in height.

Brushing:

Rate—1c per foot in width per inch in depth per lineal yard, up to 12 feet wide; over 12 feet wide in pillars, no brushing to be paid for.

In Main Gangway, where a ratchet drill is used, 10c per inch per lineal yard. If done by hammer and steel, to be done Company work.

Loading:

Loading in elevated chutes, up to three feet 16c per ton
Each additional foot in height..... 3c per ton
Loading and tramping, up to 200 feet.....25c per ton

Loading On Conveyors:

Loading on conveyors, up the pitch, including handling of pans starting and stopping conveyor—
Seven degree pitch or over.....12½c per ton
Four degree pitch to seven degrees.....16 c per ton
Under four degrees.....20 c per ton

Ton:

Whenever in the foregoing rates the words “per ton” are used, they shall be understood to mean a ton of 2,240 pounds.

CONTRACT RATES—BELLEVUE MINE**No. 2 Seam****Gangway:**

8 foot collar between notches, 11 foot spread, 7 feet clear above the rail, including all timbering, tight lagging, tracklaying, ditching and loading coal and rock in separate cars: \$14.36 per lineal yard. The above rate shall include miners laying temporary track. Area wider than 8 foot collar to be paid in proportion.

Counter Gangways and Airways:

To be driven 6 feet high on the low side and 10 feet wide; rate 72c per ton and \$2.03 per lineal yard, including the necessary tracklaying, and loading and dumping coal and rock separately.

Raises:

To be not less than 6 ft. x 8 ft. for a distance of 45 feet from the Gangway. Rate—72c per ton and \$1.74 per lineal yard. From that point the place shall be driven at room width and at room price.

First length of chute, (12 feet) if built by miner to be \$5.81.

Rooms Up The Pitch and Angles:

To be not less than 12½ feet wide; rate 72c per ton.

Cross-Cuts and Rooms Across The Pitch:

To be not less than 8 ft x 8 ft., rate 97c per ton, including handling coal, tracklaying and pushing up to 200 feet. When driven over 200 feet, rate \$1.16 per lineal yard extra up to 300 feet.

Pillars:

Mining rate 59c. Batteries to be paid for at the rate of \$10.80 when built by the miner.

Timbering:

Same as in Number One.

Props:

Same as in Number One.

Lagging:

Same as in Number One.

Brattice:

Same as in Number One.

Brushing:

Same as in Number One.

Loading:

Same as in Number One.

Loading On Conveyors:

Same as in Number One.

Ton:

Whenever in the foregoing rates the words "per ton" are used, they shall be understood to mean a ton of 2,240 pounds.

GENERAL CONDITIONS—BELLEVUE**Both Seams****Chute Building:**

Shall be paid for at the rate of 35 cents per yard, 5 planks, two inches by 12 inches, 2 posts 8 feet, with cross pieces. This includes sheet iron.

Clay:

To be placed in nearest cross-cut to face.

Manway:

Ladders 2 feet wide, 1 foot between rungs: 23 cents per lineal yard.

Tracklaying:

All tracks, unless covered otherwise in this Contract, to be laid by the Company except a pair of temporary rails laid to the face, which shall be laid by the miner without charge.

Rock:

When rock bands occur in the seam, in excess of three inches in thickness, the Company will pay 58 cents per cubic yard for the amount of rock over the three inches.

Rock so paid for shall be gobbled or loaded into cars as required by the Management.

Dockage:

There shall be 60 pounds added to the tare of the car. First dirty coal, warning only. Rock over 80 pounds and up to 120 pounds, deduct 400 pounds of coal. Rock over 120 pounds and up to 150 pounds, deduct 800 pounds of coal. Rock over 150 pounds and up to 224 pounds, deduct 1600 pounds of coal. Rock over 224 pounds and up to 280 pounds, deduct 3200 pounds of coal. Rock over 305 pounds, deduct the whole car. Ninth offence two days lay-off. Tenth offence discharge. Each day on which a miner is docked counts as an offence. Ten offences to be in one month.

GREENHILL—LOCAL CONDITIONS—BELLEVUE**Coal To Employees:**

Run of mine coal to workmen; \$3.10 per ton at the tippie.

Screened coal to workmen; \$4.25 per ton at the tippie.

Insurance On Employees' Clothing:

The Company will insure employees' clothing in the washhouse against loss by fire only, to a maximum amount of Ten Dollars (\$10) in each individual case.

Other Local Conditions:

All other local conditions to remain the same.

HILLCREST-MOHAWK COLLIERIES LTD

INSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Rock Miners.....	\$9.43
Mine Carpenters.....	9.05
Miners.....	8.95
Bratticemen.....	8.95
Timbermen.....	8.95
Tracklayers.....	8.95
Main and Tail Rope Riders.....	8.95
Driver Boss.....	8.95
Drivers (Spike Team).....	8.95
Machinemen (Electric).....	8.95
Machinemen's Helper (Electric).....	8.67
Timber Handler.....	8.63
Motormen.....	8.56
Drivers.....	8.56
Rope Riders.....	8.56
Drivers (Single Horse).....	8.56
Machinemen (Air).....	8.07
Machinemen's Helper (Air).....	8.07
Bratticemen's Helper.....	8.07
Timbermen's Helper	8.07
Tracklayer's Helper	8.07
Motormen's Helper.....	8.07
Pipe Fitter's Helper.....	8.07
Locomotive Switchmen.....	8.07
Couplers.....	8.07
Pushers	8.07
Buckers	8.07
Loaders	8.07
Roller Men	8.07
All other labor unclassified.....	8.07
Boys (Men's wages at 18).....	7'02

OUTSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Tail Rope Engineer.....	\$9.27
Power House Engineer.....	\$8.56 to \$9.27
Blacksmiths.....	9.05
Carpenters.....	\$8.56 to \$9.05
Machinists.....	\$8.56 to \$9.05
Welders—Acetylene and Electric:	
1st Class.....	\$9.05
2nd Class.....	8.56
Incline Engineer.....	8.56
Tipple Engineer.....	8.56
Box Car Loader Engineer.....	8.56
Locomotive Engineer.....	8.56
Car Repairer.....	8.56
Motor Truck Drivers.....	8.56
Caterpillar Driver.....	9.17
Blacksmith's Helper.....	8.07
Carpenter's Helper.....	8.07
Car Repairer's Helper.....	8.07
Electrician's Helper.....	8.07
Machinist's Helper.....	8.07
Tipple Dumpers.....	8.07
Tipple Dumper's Helper.....	8.07
Railway Car Handler.....	8.07
Finisher after Box Car Loader.....	8.07
Fireman.....	8.07
Box Car Shovellers.....	8.07
Lampman.....	8.07
Teamsters.....	8.07
Car Oilers.....	8.07
Washer and Tipple Oilers.....	8.07
Stablemen.....	8.07
Slate Pickers.....	8.07
Fanmen.....	8.07
Couplers.....	8.07
Breaker Screen Men.....	8.07
Dirt Bank Men.....	8.07
All other labor unclassified.....	8.07
Boy's (Men's Wages at 18).....	6.47

CONTRACT RATES
HILLCREST-MOHAWK COLLIERIES
LIMITED

Main Gangways:

8 foot collar between notches, 11 feet spread, 7 feet clear above the rails, including all timbering, tight lagging, temporary tracklaying, ditching and loading coal and rock into separate cars: \$14.36 per lineal yard. Area wider than 8 foot collar to be paid in proportion.

Counter Gangways:

To be driven 6 feet high on low side, and 10 feet wide. Rate to be \$2.03 per lineal yard, and 65c per ton, including the necessary tracklaying and loading and dumping coal and rock separately.

Raises:

To be not less than 6 ft. x 8 ft. for a distance of 45 feet from the gangway: 65c per ton and \$1.74 per lineal yard. From that point the place shall be driven at room width and at room price.

Cross-Cuts and Rooms Across the Pitch:

To be not less than 8 ft. x 8 ft. and up to 200 feet; rate 90c per ton, including tracklaying and pushing and handling coal. Over 200 feet to be paid at \$1.16 per lineal yard extra up to 300 feet.

Rooms Angles and Breasts Up The Pitch:

To be not less than 12½ feet wide.

Mining rates—65 cents per ton.

Pillars:

Mining rate—53 cents per ton.

Timbering:

Counter Gangways—Maximum to be 12 in. diameter at butt, \$2.32 per set including lagging as required.

Rooms and Angles and Raises—Maximum to be 10 in. in diameter at butt, \$1.16 per set. If timber of larger dimension required to be set, price to be proportionate, or timber set by the Company. Lagging as required not to exceed 8 pieces per set.

Props:

All props exclusive of those used to set Brattice, or for chutes 5.5 cents per lineal yard.

Tracklaying:

All tracks, unless covered otherwise in this contract, to be laid by the Company, except a pair of temporary rails laid to the face, which shall be laid by the miner without charge.

Chutes:

35 cents per lineal yard, 5 planks, 2 inches by 12 inches, 2 posts every 8 feet, with cross pieces. This includes sheet iron. Sheet iron in pillars shall be laid without charge by the miner.

Brushing:

Brushing to be paid for at the rate of one cent per foot in width per inch in depth, per lineal yard, up to 12 feet in width. Over 12 feet in width in pillars, no brushing to be paid for.

Brattice:

5.5 cents per lineal yard for each foot in height.

Lagging:

Counter Entries, Cross-Cut Corners and Cross-Cuts—\$1.16 per lineal yard, to be the full height of seam when necessary. When the Company requests the miner to lag the side of the room sets, 48 cents per side for lagging the side the height required.

Rock In The Seam:

When bands of rock in the seam exceeds three inches in thickness, same shall be paid for at the rate of 58c per cubic yard over that thickness.

Loading:

Loading into elevated chutes up to three feet to be paid 16c per ton extra. For each additional foot in height, three cents per ton to be added.

Loading and Trammings—up to 200 feet to be paid at 25c per ton.

Dockage:

There shall be 50 pounds added to the tare of the car. First dirty coal, warning only. Rock over 80 pounds and up to 120 pounds, deduct 400 pounds coal. Rock over 120 pounds and up to 150 pounds, deduct 800 pounds coal. Rock over 150 pounds and up to 224 pounds, deduct 1600 pounds coal. Rock over 224 pounds and up to 280 pounds, deduct 3200 pounds coal. Rock over 305 pounds deduct the whole car. Ninth offence two days lay-off. Tenth offence discharge. Each day on which a miner is docked counts as an offence. Ten offences to be in one month.

Ton:

Whenever in the foregoing the words "per ton" are used they shall be understood to mean a ton of 2,240 pounds.

LOCAL CONDITIONS**Employees Not Under Jurisdiction:**

Shotlighters, to be included in addition to those as shown in the General Clauses under the same heading.

Nigger Heads:

When necessary to remove large Nigger Heads, miners to be paid Company work for same.

Washhouse:

The Company charge for use of Washhouse shall be as follows: When men work three days or less per month, no charge; four to seven days, 50 cents per month; eight to ten days, 75 cents per month; over ten days, \$1.00 per month.

Tools:

Tools to be sold to Miners by Company, and if returned to the Company, shall be accepted by Company at 10 per cent reduction off original cost. All tools broken or damaged, to be paid for by the miners.

Insurance on Employees' Clothing:

The Company will insure employees' clothing in the washhouse against loss by fire only, to a maximum amount of Ten Dollars (\$10) in each individual case.

Domestic Coal:

Coal to Employees, for their own use only, Mine Run \$3.25 per ton; Screened coal, if available, \$4.25 per ton at the Mine, delivery charges extra. It being understood that any employee found supplying coal to others will thereby forfeit his rights to coal at these prices.

THE CANMORE MINES LIMITED

INSIDE DAY WAGE SCALE

	<i>Per Eight Hour Day</i>
Rock Miner.....	\$9.43
Driver (Three Horse Team).....	9.32
Driver (Spike Team).....	8.95
Miner.....	8.95
Shotlighter.....	8.95
Bratticeman.....	8.95
Timberman.....	8.95
Tracklayer.....	8.95
Main and Tail Rope Rider.....	8.95
Timber Handler.....	8.63
Hoistman.....	8.57
Motorman.....	8.57
Driver.....	8.57
Rope Rider.....	8.57
Locomotive Engineer.....	8.56
Bratticeman's Helper.....	8.28
Timberman's Helper.....	8.28
Tracklayer's Helper.....	8.28
Motorman's Helper.....	8.28
Pipe Fitter's Helper.....	8.28
Locomotive Switchman.....	8.28
Cagers, Slope and Incline.....	8.28
Pumpman.....	8.28
All other labor unclassified.....	8.28
Boys to 18 years.....	7.02
Boys over 18 years.....	Man's Rate

DUCKBILL

Three Man Crew

Machine Runner (in charge of place).....	\$10.47
Duckbill Operator.....	10.07
Faceman.....	9.67

Four Man Crew

As above with the addition of a second faceman at..\$9.67

This man may be required, among his other duties, to attend to loading at the discharge end.

It is understood that the Crew duties may be intermingled.

OUTSIDE DAY WAGE SCALE

	<i>Per Eight Hour Day</i>
Power House Engineer.....	\$9.86
Tail Rope Engineer.....	9.27
Hoisting Engineer.....	9.11
Blacksmith.....	9.05
Carpenter.....	9.05
Machinists.....	\$8.68 to \$9.05
Welders—Acetylene and Electric:	
1st Class.....	9.05
2nd Class.....	8.56
Head Fireman.....	8.95
Firemen.....	8.45
Boxcar Loader Engineer.....	8.68
Car Repairer.....	8.68
Hoistman.....	8.57
Motorman.....	8.57
Blacksmith's Helper.....	8.45
Carpenter's Helper.....	8.45
Car Repairer's Helper.....	8.45
Machinist's Helper.....	8.45
Tipple Dumper.....	8.45
Breaker Picker Boss.....	8.45
Teamster.....	8.39
Caterpillar Driver.....	9.17
Switchman.....	8.28
Lampman.....	8.12
Stableman.....	8.07
All other labor unclassified.....	8.07
Boys to 18 years.....	6.47
Boys over 18 years.....	Man's Rate

*Per Eight
Hour Day*

Railroad Switching Crew

Engineer.....	\$9.59
Head Switchman.....	8.89
Switchman.....	8.56
Fireman.....	8.56

Briquette Plant Men

Pressman.....	\$8.73
Mixer.....	8.73
Boxcar Loader Man.....	8.68
Boxcar Loader Helper.....	8.07
Oiler.....	8.07
All other labor unclassified.....	8.07

CONTRACT RATES

CANMORE MINES, LIMITED

Carey Seam

Gangway:

6 foot collar, 10 feet spread, 6 feet 6 inches high in the clear as driven at present, and including coal, rock, timbering and laying track, per lineal yard, \$15.83.

13 foot collar over all, 6 feet clear from bottom of collar to top of rail, 3 posts under collar, collar to be notched for low side post, securely lagged, \$18.86 per lineal yard.

To be driven 12 feet wide, not less than 6 feet clear above the rail, including coal, rock and prop timbering, \$15.00 per lineal yard. Where sets are necessary, to be paid for on Stewart set rate.

Slopes:

To be driven 12 feet wide by thickness of seam, but not less than 6 feet clear above the rail, including rock and timbering, \$16.50 per lineal yard. Provided that, except in main slopes, extra brushing shall not be required unless necessary to make height.

Breasts (Up The Pitch):

12 feet wide and 7 feet thickness of coal, including timbering, chute and stairway, and brattice building per lineal yard, \$8.55.

Breasts (Across The Pitch):

12 feet wide and 7 feet thickness of coal, including timbering, brattice, bricklaying and handling of coal per lineal yard, \$7.92.

Yardage shall be paid in the first breast above the gangway at \$1.00 per lineal yard if the pitch is 25 degrees or under; at \$1.75 per lineal yard if the pitch is over 25 degrees.

Pillars:

30 feet wide and 7 feet thickness of coal, including timbering and handling of coal, per lineal yard, \$14.00.

These prices are based on the present system of working; if a seam is more than 7 feet or less than 7 feet, to be paid for proportionately.

5 cents per net ton will be paid, in addition to yardage, for the work of removing coal in pillars where the pitch is less than fifteen degrees.

Stewart and Morris Seams**Gangway:**

To be driven 16 feet wide by height of seam, including all post timbering and lagging, including handling of coal and rock, per net ton 73 cents. If 25 degrees pitch or under, \$1.20 per lineal yard. If over 25 degrees pitch, \$2.10 per lineal yard.

In the Morris Seam only, rock to be paid for at the rate of 1 cent per inch in thickness, per foot in width, per lineal yard where loaded out; 6/10 of a cent where gobbled only.

Slopes:

To be driven 16 feet wide by height of seam, in-

cluding all post timbering, lagging, handling coal and rock.

Tonnage rate.....73c per net ton

Yardage Rate:

Where pumping is required:

12° to 25° pitch.....\$5.30 per lineal yard

5° to 12° pitch.....\$4.47 per lineal yard

1° to 5° pitch.....\$3.65 per lineal yard

Where pumping is not required:

12° to 25° pitch.....\$3.30 per lineal yard

5° to 12° pitch.....\$2.48 per lineal yard

1° to 5° pitch.....\$2.10 per lineal yard

Pumping shall include removing the water separately from the coal in any other manner than pumping.

Rock:

In the Morris Seam only, rock shall be paid extra at the rate of 1c per inch in thickness per foot in width per lineal yard where loaded out; 6/10 of a cent where gobbled only.

Breasts or Angles:

To be driven 16 feet wide by height of seam, including all post timbering, lagging, handling coal or rock, per net ton, 73 cents where coal is loaded in regular mine car, and 63 cents where coal is put into chute.

In the Morris Seam only, rock to be paid for at the rate of 6/10 of a cent per inch in thickness, per foot in width, per lineal yard.

Yardage shall be paid in the first breast above the gangway at \$1.00 per lineal yard if the pitch is 25 degrees or under; at \$1.75 per lineal yard if the pitch is over 25 degrees.

Pillars:

30 feet wide by height of seam, securely timbered with post timbers, handling coal and rock, per net ton, 62 cents where coal is loaded in regular mine car, and 51 cents where coal is put into chute.

In the Morris Seam only, rock shall be paid for at the rate of 6/10 of a cent per inch in thickness per foot in width per lineal yard.

Room and Entry Timbering:

(When Required):

\$1.20 per set, 6 to 8 inches diameter.

\$1.50 per set, 8 to 10 inches diameter.

\$1.80 per set, 10 to 12 inches diameter.

The above prices are based on the collar being 16 feet long, with two side props and centre prop, when required, suitably lagged. If more or less than 16 feet long, to be paid for in proportion.

When square sets are used in entries, composed of three pieces framed and securely lagged the collar to be not more than 12 feet between notches at least 12 inches thick, \$2.39 per set. Collar of greater or less dimensions to be paid for in proportion.

Shovelling in Cross-Cuts or Pillars:

Unless car is furnished, shovelling of coal in cross-cuts or pillars shall be paid extra per lineal yard as follows:

	<i>Cross-Cuts</i>	<i>Pillars</i>
Over 15 feet and to 25 feet.....	\$0.40	\$0.70
Over 25 feet and to 35 feet.....	.75	1.41
Over 35 feet and to 45 feet.....	1.50	2.81

Delivery of Cars:

To be made according to present practice.

McGinty's:

The Company will move all the bullwheel with labor other than that of the Contract Miner.

The Company is requested to shear places where the coal becomes abnormally hard.

Brushing Floor Rock:

Where loaded out, or cribbed and gobbed, 1-1/32 cents per inch in thickness, per foot in width, per lineal yard.

Where cast back and gobbed only, eight hundred and twenty-five (825) thousandths of one (1) cent per inch in thickness, per foot in width per lineal yard.

In gangways where a ratchet drill is used, the price to be paid shall be ten-twelfths of a cent per inch in thickness, per foot in width, per lineal yard; if done by hammer and steel to be done Company work.

Cap Rock:

In Stewart Seam only, cap rock shall be paid for at the rate of eight hundred and twenty-five (825) thousandths of one (1) cent per inch in thickness, per foot in width, per lineal yard.

Niggerheads:

Where niggerheads are gobbed the quantity shall be estimated and paid for on the basis of 73c per car; where they are required to be loaded out, \$1.25 per car.

No. 4 Seam

The same contract rates as apply to the Morris Seam shall be applicable in No. 4 Seam, subject to the proviso that when the present No. 2 mine is closed down, it shall be open to either party hereto to reopen this agreement for reconsideration only of the question of the mining rate, when the basis thereof shall be subject to mutual review.

All Seams

Chute building, 59 cents per lineal yard, to be built according to present practice, 4 feet wide, unless otherwise ordered by the Pit Boss,—First length of chute 16 feet, \$2.99.

Bulkheads, according to present practice, \$2.99. All retimbering and replacing broken timbers in breasts and pillars where required by the Pit Boss to do so, and if done by contract work, 8-inch or 10-inch timber at 6 cents per foot.

Gob or brattice building in breasts, 36 cents per lineal yard.

All horizontal breasts driven over 200 feet to be paid 59 cents per yard extra up to 300 feet.

Cap Pieces:

The Company agrees to supply contract miners with ready-made cap pieces.

Pulling Rails in Pillars:

Miners shall be paid Company time for pulling rails in pillars, when required by the Company to do so.

Man Trips:

The Company agrees to supply a man trip from the Morris Seam subject to the approval of the Mines Department.

Overpush:

In rooms from 200 to 300 feet, 59 cents per lineal yard.

In pillars 30 feet wide, 200 feet to 300 feet, \$1.11 per lineal yard.

In rooms from 300 to 400 feet, \$1.19 per lineal yard.

In pillars 30 feet wide, 300 to 400 feet, \$2.23 per lineal yard.

Machine Mining:

The rate for each cut shall be \$4.04.

The machine cutters to receive 4/7 or \$2.31 per cut.

Machine scrapers to receive 3/7 or \$1.73.

Bridge Sticks:

Bridge Sticks \$2.40, or at the option of the Company put in by Company men.

Driving Pitch Cross-Cuts:

Where necessary to drive a pitch cross cut through an abnormally thick pillar, the Company will furnish a buggy.

Drawing Pillars:

In drawing a pillar, where one fast side is along a fault, the last nine feet in width along the fault shall be paid five cents per ton extra, or the equivalent percentage where paid by yardage.

Single Places:

Where the thickness of coal in any cross-cut becomes less than six feet, the cross-cut shall be considered a single or one-man place.

Moving Track:

The Company will encourage the laying of track in crosscuts, and move track up in pillars in the Morris and Stewart Seams if, in the judgment of the overman, it is considered advisable to do so.

The Company shall also move track up to pillars where the coal is over ten feet wide.

In conditions not already covered by the foregoing clause, the following shall apply.

In taking out pillars, track shall be moved to the high side at the commencement of the cross-cuts, and where skips are driven from the jig or slope, track shall be moved into the skip.

Miners Running Hoists and Turning Switches:

The existing practice where miners run the hoist and turn switches shall be continued as follows:

In Jigs—Up to 300 feet—1 hour extra.

In Slopes—if over 150 feet and up to 300 feet—1 hour extra.

In Jigs and Slopes—Turning switches only— $\frac{1}{2}$ hour extra.

Unclaimed or Unchecked Contract Coal:

Where contract miners send out cars of coal without checks, the amount due the miner therefor shall, unless a claim for such car is substantiated, be credited to a fund to be mutually agreed on.

Change Sheets:

* Change sheets shall be posted in a conspicuous place in the check room.

Dockage:

The dirt or slate or other impurities picked from coal going over picking tables or screens shall be weighed for a period of six (6) working days. From this method of weighing, the average weight of waste contained in each mine car will be determined, and form a basis of deductions per car in favor of the Company; or, in other words, presuming that the average dirt taken from each car equals 17 pounds, then the Company will have the right to deduct from the weight of each pit car 12 pounds, to compensate them for hauling and handling of waste. If the average of waste in each car does not exceed 5 pounds per car there will be no deductions made for waste, the 5 pounds per car being considered a reasonable allowance per car for slate or waste the miner or loader cannot consistently pick out from the different kinds of coal.

If the average weight of the dirt in each car exceeds 17 pounds or runs below 17 pounds, the difference between the actual average weight of dirt in each car and the 5 pounds per car allowance shall form the basis of allowance for waste.

It is further understood that this system of weighing the average dirt sent out in each car may be checked at either the request of the miners or the Company at any time during the life of this agreement.

Further, should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines to prevail:

First offence—50 pounds of rock or slate, warning and fine of 100 pounds of coal.

After the first offence—65 pounds of rock or slate shall be fined 200 pounds of coal, 85 pounds of rock or slate shall be fined 400 pounds of coal, and 150 pounds of rock or over shall be fined all the coal in the car and be liable to discharge.

The weighman shall give the first warning and keep record of offences, and report them daily to the Mine Manager.

LOCAL CONDITIONS

Tools:

The Company will take back mining tools when the men are leaving its employment, the same to be valued by the management of the mine and paid for up to 90 per cent of their value.

New mining tools purchased by the men from the Rundle Mountain Trading Company will be delivered at the mine at a place designated by the Mine Manager.

Insurance on Employee's Clothing:

The Company will insure employees' clothing in the washhouse against loss by fire only, to a maximum amount of Ten Dollars (\$10) in each individual case.

House Rents:

\$1.50 per room per month.

Electric Current:

No change in present rates.

Wash House:

\$1.00 per month.

Blacksmithing:

50c per month.

Water:

Using Outside Tap, \$1.00 per month.

Water:

Using Inside Tap, \$1.50 per month.

Screened Coal:

\$5.06 per ton delivered.

BRAZEAU COLLIERIES LIMITED

INSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Rock Miners.....	\$9.43
Spike Team Drivers.....	9.05
Three-Horse Spike Team.....	9.43
Miners on day wages.....	8.95
Timberman.....	8.95
Tracklayers.....	8.95
Bratticemen.....	8.95
Jiggers.....	8.95
Shotlighters.....	8.95
Drivers.....	8.67
Rope Riders.....	8.67
Motormen.....	8.67
Bratticemen's Helpers.....	8.07
Tracklayer's Helpers.....	8.07
Timberman's Helpers.....	8.07
Motormen's Helpers.....	8.07
Locomotive Switchmen.....	8.07
Couplers (men).....	8.07
All other labor unclassified.....	8.07

OUTSIDE DAY WAGE RATES

Power House Engineers.....	\$9.27
Machinists.....	9.05
Welders—Acetylene & Electric:	
1st. Class.....	9.05
2nd. Class.....	8.56
Blacksmiths.....	9.05
Carpenters.....	9.05
Electricians.....	9.05
Plumbers.....	9.05
Sawyer.....	9.05
Motormen.....	8.67
Rope Rider.....	8.67

	<i>Per Eight Hour Day</i>
Tipple Engineers.....	8.56
Car Repairers.....	8.56
Box Car Loaders Engineers.....	8.56
Timber Framers.....	8.56
Truck Drivers.....	8.56
Caterpillar Driver.....	9.17
Firemen.....	8.34
Motor Conductors.....	8.07
Teamsters.....	8.07
Drivers.....	8.12
Tipple Dumpers.....	8.07
Railway Car Handlers.....	8.07
Carpenter's Helpers.....	8.07
Car Repairer's Helpers.....	8.07
Electrician's Helpers.....	8.07
Machinist's Helpers.....	8.07
Plumber's Helpers.....	8.07
Blacksmith's Helpers.....	8.07
Boiler Washers.....	8.07
Lampmen.....	8.07
Tipple Oilers.....	8.07
Car Oilers.....	8.07
Ashmen.....	8.07
Slate Pickers.....	8.07
Washhouse Men.....	8.07
Stablemen.....	8.07
Box Car Shoveller (Loader).....	8.07
Car Pushers.....	8.07
All other labor unclassified.....	8.07

BRIQUETTE PLANT

Mixer.....	\$8.73
Pressman.....	8.73

BOYS' RATES

Underground.....	\$5.92 to \$7.02
Outside.....	\$5.59 to \$6.47
(Boys over 18 shall be paid men's wages).	

CONTRACT RATES

No. 2 Seam

Main Entry:

72 cents per gross ton of coal of 2,240 pounds.

Yardage:

\$1.74 per lineal yard.

Timbering:

Collar to be 12 feet notches; price per set of three pieces at least 12 inches thick, with suitable lagging, \$2.32.

Cap Rock:

To be gobbled and paid for at the rate of one cent per inch in thickness, per foot in width, per lineal yard.

Water Levels, Counter Levels, Slants and Main Airways:

Coal:

72 cents per gross ton.

Yardage:

\$1.74 per lineal yard.

Timbering:

Collar to be 10 feet between notches; price per set of three pieces at least 10 inches thick, with suitable lagging \$1 16. Every foot in collar width over 10 feet to be paid on a pro rata basis.

Cap Rock:

Same as above.

Cross-Cuts and Companion Airways:

Coal:

72 cents per gross ton.

Yardage:

58 cents per lineal yard. If the length exceeds

fifty feet, an extra 23 cents per yard to be paid for exceeding distance. Minimum dimensions 4 feet by 6 feet.

Timbering:

When set of timber required, price per set of three pieces to be \$1.16.

Cap Rock:

Same as above.

Rooms:

Coal:

72 cents per gross ton of 2,240 pounds.

Timbering:

Collar to be 16 feet long with two side props and centre props, suitably lagged:

\$1.16 per set of 6 to 8 inches diameter.

\$1.46 per set of 8 to 10 inches diameter.

\$1.74 per set of 10 to 12 inches diameter.

Increasing 29 cents per set for every two inches increase in diameter. Second centre prop and lagging to be paid at 3½ cents per foot per post.

Cap Rock or Draw Slate:

To be gobbed between centre props and paid for at one (1) cent per inch in thickness, per foot in width, per lineal yard.

In Pillars:

Cap Rock to be gobbed and paid for at 5/10 cent per inch in thickness, per foot in width, per lineal yard.

McGintys:

McGinty to be paid for at \$3.49 each time the McGinty is moved and properly set up and beyond 50 feet in rooms, cross-cuts and pillars up the pitch. The Company shall put double track in every place, the maximum distance being 75 feet. Snubbing posts to be paid for at the rate of \$1.75. The Maximum distance for all posts to be 12 feet.

Tracklaying:

The Company agrees to put track in all places every 12 feet.

Drawing Pillars:**Coal:**

61 cents per gross ton of 2,240 pounds. Where, with the knowledge and consent of the Company, skips in pillars are being driven with two fast ends, room tonnage prices shall prevail.

When at the request of the miners and when in the opinion of the management shooting is necessary in pillars, the Company agrees to provide free powder. The management to be the judge of quantity necessary.

Timbering:

Post provided with cap piece, prices above—3½ cents per foot per post.

Cogs:

To be put in by the Company.

Bridgesticks:

To be put in by the Company

Pushing in Levels:

In levels the Company shall put in sidetracks to eliminate dumping.

Rooms Across The Pitch:

The Company shall put in sidetracks in rooms across the pitch where cars are delivered to miners in trips, of two or more cars.

Slopes:

Yardage in Slopes shall be \$2.74 same to include pumping. Where no pumping yardage to be \$1.74.

No. 3 Seam

Main Entry:

72 cents per gross ton of coal of 2,240 pounds.

Yardage:

\$1.74 per lineal yard.

Timbering:

Collar to be 12 feet between notches; price per set of three pieces at least 12 inches thick, with suitable lagging, when the legs do not exceed 10 feet in height, \$2.32; 23 cents extra per set, per foot of height over 10 feet, increasing on a pro rata basis over the 12 feet notch.

In cases of abnormal conditions, prices to be mutually agreed to.

Water Levels, Counter Levels, Slants and Main Airways:

Coal:

72 cents per gross ton of coal of 2,240 pounds.

Yardage:

\$1.74 per lineal yard.

Timbering:

Collar to be 10 feet between notches, price per set of three pieces at least 10 inches thick, with suitable lagging, if the height of post is not over 10 feet \$1.16; 23 cents per set, per foot in height over 10 feet. Increase in width on pro ratio basis over 10 feet notch.

Rooms:

Coal:

72 cents per gross ton of coal of 2,240 pounds.

Timbering:

Collar to be 13½ feet long, with two side posts and a centre post, and to be suitably lagged. Size and prices same as in No. 2 seam. An extra 11 cents per foot

to be paid for every foot over 10 feet when longer posts have to be used.

McGinty:

Same as in No. 2 Seam.

Tracklaying:

All tracklaying to be done by the Company.

Drawing Pillars:

Coal:

61 cents per gross ton of coal of 2,240 pounds. Where with the knowledge and consent of the Company, skips in pillars are being driven with two fast ends, room tonnage prices shall prevail.

When at the request of the miners and when in the opinion of the Management, shooting is necessary in pillars, the Company agrees to provide free powder, the Management to be the judge of quantity necessary.

Timbering:

To be as in Cross-Cuts and Rooms. Conditions and prices the same as in Seam No. 2.

Bridge Sticks:

To be put up by the Company.

Tracklaying:

All track to be laid by the Company.

Pushing in Levels:

In levels the Company shall put in sidetracks to eliminate dumping.

Rooms Across The Pitch:

The Company shall put in sidetracks in rooms across the pitch where cars are delivered in trips of two cars or more.

Brushing:

All brushing to be done by the Company.

Pulling Rooms and Pillars:

Miners driving rooms shall pull the same pillars. The Company agrees to keep record of miners extracting rooms for tally by the Pit Committee.

Starting Away Places:

The Company agrees before putting men to work on contract in a place to have same in safe condition. Either bridge stick or square set shall be put and all posts, lagging and dirt removed. If the place be over 10 feet in height, a scaffold shall be erected by the Company.

Black Jack:

When loading is necessary black jack shall be paid at the rate of $33\frac{1}{2}$ cents per ton of 2,240 pounds, one car per day to be maximum.

Slopes:

Yardage in slopes shall be \$2.74, same to include pumping. Where no pumping yardage is to be \$1.74.

Abnormal Conditions in Working Places:

An abnormal condition shall be considered where a seam is faulty or thins out, or becomes so hard that a man cannot earn a fair day's wage. When abnormal conditions arise, such as rockwork, faulted coal, pinched coal or frozen coal, such places shall be paid for by day's pay until normal conditions prevail.

Where it is necessary to use hand fans, payment for same to be mutually arranged.

Dockage:

The dirt or slate or other impurities picked from coal going over picking tables or screens shall be weighed for a period of six working days. From this method of weighing the average weight of waste contained in each mine car will be determined, and form a basis of deductions per car in favor of the Company. Or,

in other words, presuming that the average dirt taken from each car equals 17 pounds, then the Company will have the right to deduct from the weight of each pit car 12 pounds, to compensate them for hauling and handling of waste. If the average of waste in each car does not exceed 5 pounds per car, there will be no deduction made for waste, the 5 pounds per car being considered a reasonable allowance per car for slate or waste the miner or loader cannot consistently pick out from the different kinds of coal.

If the average weight of the dirt in each car exceeds 17 pounds or runs below 17 pounds, the difference between the actual average weight of dirt in each car and the 5 pounds per car allowance shall form the basis of allowance for waste. It is further understood that this system of weighing the average dirt sent out in each car may be checked either at the request of the miners or the Company at any time during the life of this agreement.

Further, should the dirty coal or slate sent out by the miners exceed the allowance above specified, the following system of fines shall prevail:

First Offence: 50 pounds of rock or slate, warning and fine of 100 pounds of coal.

After the first offence: 65 pounds of rock or slate shall be fined 200 pounds of coal, 85 pounds of rock or slate shall be fined 400 pounds of coal, 150 pounds of rock or over shall be fined all the coal in the car and the miner will be liable to discharge.

The weighman shall give the first warning and keep a record of the offences, and report them daily to the mine manager. The money coming from the special list of fines (after deducting the actual weight of the rock) shall be applied to providing prizes for miners sports or to the entertaining of miners' children. All coal loaded without checks by the miners, if not claimed by the end of each month, shall be deposited to the above fund.

Local Conditions

Briquettes:

Briquettes shall be sold to the miners at the rate of \$6.00 per load of 2,000 pounds.

Coal:

Employees purchasing coal for household use shall pay the sum of \$4.50 per average load. It is understood that the average load herein referred to shall be 1.3 tons (2600 pounds). Coal for this purpose shall be selected from mine trips by the Checkweighman.

Light:

Light for the first 20 kilowatts per month to be 10 cents per kilowatt hour. Remaining kilowatts to be 6 cents per kilowatt hour. Minimum charge to be 75 cents per month. No meter rent.

Insurance on Employee's Clothing:

The Company will insure employees' clothing in the washhouse against loss by fire only, to a maximum amount of Ten dollars (\$10) in each individual case.

Wash House:

Five shifts per pay period or over—50 cents per pay period. Under 5 shifts per pay period—25 cents per pay period.

The Company agrees to keep wash house in sanitary condition and make all repairs necessary. Maximum charge shall be \$12.00 per annum.

House Rents:

\$2.25 per room per month.

Back porches shall be 75c per month.

Cleaning Material:

Alabastine shall be furnished to householders once per year. All houses shall be kept in repair.

Water and Sanitation:

The Company agrees to, as far as possible, assure a steady supply of water to householders at \$1.00 per month per each house.

Goggles and Respirators:

Goggles and respirators to outside employees requiring same. They will be furnished free of charge same to be returned to the Company in good condition otherwise the workmen shall pay for same.

Loading Rock and Muck:

When miners are asked to load either rock or muck, the Company shall pay 50 cents per car. The Company reserves the right, if necessary, to put Company men at such loading, miners to be put in spare place where company men are employed at such work.

Forepoling in No. 2 Seam:

Where forepoling is ordered by the Company, it shall be paid for at the rate of 59 cents per yard where actual forepoling is done. Forepoling shall not be confused with lagging.

Forepoling in No. 2 Mine:

The management contends that the question is not one at issue at the present time owing to the closing down of the mine in which the alleged work has been done, but agrees that if and when No. 2 Mine is opened in the future, payment for same may be taken up between the management and the men on the principle stated by Chairman McGillivray, viz., "That while the work alleged to have been done does not constitute forepoling in the accepted definition thereof, some additional work is done by the men beyond that contemplated in the existing agreement, and it is recommended that the matter be referred back to the management and the men to make a reasonable allowance therefor."

Transfer of Miners:

Where miners are transferred from one mine to another, the Company agrees to give them preference in the mine they have left, provided, however, that their employment is necessary and they are willing to return.

Tool Sharpening:

Fifty cents per month, including all repairs.

Supply of Tools to Company Men:

Company men shall furnish their own tools, which the Company will take back at their initial value when they leave. In severe and wet weather the Company will supply oilskins to workmen working outside cover, same to be returned when storm is over. If not returned charge be made against workman.

Timbers in Cross-Cuts:

Timbers in Rooms, Cross-Cuts and Pillars, price as per diameter calls for.

Saturday Work:

Saturday work shall be eliminated as far as practicable.

Rooms, Cross-Cuts and Pillars:

The Company agrees to deliver all cars to the coal face when possible.

McGinty Posts:

All McGinty posts and snubbing posts to be put up by the miner.

Itemized Statements:

Statements to be so itemized that all shortages will be accounted for.

Spare Places:

The Company agrees to provide spare places in suf-

ficient numbers to make it unnecessary for miners to go home before the end of their shift.

Safety Ropes:

Safety ropes and cleavices shall be provided in all places.

Changing of Notices:

In the event of the Company being required to change notices relative to mine operation, it is agreed that the Company will blow the mine whistle at 6 o'clock the evening of the day it changes notices.

Framed Timbers:

Framed timbers shall be supplied in levels, counter levels, slants, main airways and slopes.

Timbering in Slopes:

Timber prices to prevail as paid in Levels.

Delivery of Material:

In accordance with the Coal Mines Regulation Act of Alberta, the Company will at all times deliver an adequate supply of suitable timber, rails, ties, planks and sheet iron at the nearest cross-cut to the face of all raise workings, and in places where the regular pit cars go to the working face, without being handled by the miners, they shall be delivered on cars to the working face, and in other places across the pitch the timber, rails, ties, planks and sheet iron will be delivered at the coal face.

Single Shifts:

The single shift system in rooms and pillars shall be adhered to as far as practicable. Every effort shall be made by the Company to make the Midnight shift unnecessary.

Retirement:

When an employee has drawn his time before the regular pay day, he thereby severs his connection with the Company and any alleged grievance he may have ceases to be a question for consideration under this agreement. The words "Drawn before the regular payday" is satisfied by the application of the employee for, and his receipt of, his time check before the regular payday.

All wages earned by person or persons employed in or about the mine shall be paid in fortnightly periods ending and including Friday, and the payday shall be on Saturday, eight days, after the fortnightly period. Any employee desiring to leave the service of the Company, on his request shall be paid all monies two days after his stoppage of work.

Mines' Supplies:

Where explosives are being sold to the miners they shall be furnished at cost price, which shall include handling, transportation, and insurance.

Note: In case any dispute shall arise under this clause with respect to selling price it shall be determined by the joint committee in the same manner as is provided in the clause relating to "Local and General Disputes."

CADOMIN COAL COMPANY LIMITED

INSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Rock Miners.....	\$9.43
Machine Man, Electric.....	8.95
Machine Man, Air.....	8.95
Mine Carpenter.....	9.05
Pipe Fitter.....	8.95
Driver, Spike Team on Three Horses.....	8.95
Miner.....	8.95
Shotlighter.....	8.95
Brattice Men.....	8.95
Timbermen.....	8.95
Tracklayer.....	8.95
Shaft Cagers.....	8.95
Radial Machine Man.....	8.95
Machine Man's Helper, Electric.....	8.67
Timber Handler.....	8.63
Driver.....	8.56
Rope Rider.....	8.56
Hoistmen.....	8.56
Machine Man's Helper, Air.....	8.07
Radial Machine Man's Helper.....	8.07
Bratticemen's Helper.....	8.07
Timberman's Helper.....	8.07
Tracklayer's Helper.....	8.07
Pipe Fitter's Helper.....	8.07
Couplers.....	8.07
Pushers.....	8.07
Buckers.....	8.07
Loaders.....	8.07
Cagers, Slope and Incline.....	8.07
Pumpmen.....	8.07
Grippers.....	8.07
Rollerman.....	8.07
Track Cleaners.....	8.07
All other labor unclassified.....	8.07
Boys.....	7.02

(All Boys over 18 years shall be paid men's wages.)

OUTSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Power House Engineers.....	\$8.56 to \$9.27
Hoisting Engineers.....	\$8.56 to \$9.27
Blacksmith.....	9.05
Machinists.....	\$8.56 to 9.05
Welders—Acetylene & Electric:	
1st Class.....	9.05
2nd Class.....	8.56
Carpenters.....	9.05
Incline Engineers.....	8.56
Box Car Loader Engineers.....	8.56
Tipple Engineers.....	8.56
Locomotive Engineer.....	8.56
Car Repairers.....	8.56
Timber Framers.....	8.56
Truck Driver.....	8.56
Caterpillar Driver.....	9.40
Blacksmith's Helper.....	8.07
Carpenter's Helper.....	8.07
Car Repairer's Helper.....	8.07
Machinist's Helper.....	8.07
Firemen's Helper.....	8.07
Firemen.....	8.07
Tipple Dumper.....	8.07
Teamsters.....	8.07
Box Car Shoveller.....	8.07
Lampman.....	8.07
Railway Car Handlers.....	8.07
Tipple Oiler.....	8.07
Car Oilers.....	8.07
Stableman.....	8.07
Slate Pickers.....	8.07
Ashman.....	8.07
Coupler.....	8.07
Rock Bank Man.....	8.07
Finisher After Box Car Loader.....	8.07
Washhouseman.....	8.07

	<i>Per Eight Hour Day</i>
Car Pusher.....	8.07
All other labor unclassified.....	8.07
Boys.....	6.47
(Boys over 18 years shall be paid men's wages.)	

CONTRACT RATES

Main Entry:

To be driven same length collar as at present. To be 8 feet between notches. Three piece sets. Eleven foot spread in the clear between legs. Seven feet clear from top of rail to collar. Sets four feet centre, lagged top and sides. Loading refuse separate from coal. Laying permanent track. Timber twenty inches in diameter at butt, over that size, fifteen cents extra per inch for each inch in diameter. All inclusive \$19.72 per lineal yard.

Cribbed Raises:

Driving Cribbed Raises, including all timbering, lagging, and loading coal—

7 ft. x 9 ft.—\$9.15 per lineal yard.

9 ft. x 9 ft.—\$11.58 per lineal yard.

Counter Levels:

Counter levels to be timbered as follows—:

Collar to be not less than ten inches diameter and shall measure six ft. between notches. Posts shall be properly notched into the collar and shall not be less than ten inches in diameter and have a spread inside of posts of not less than nine feet on rail elevation. Top and sides to be lagged close if thought necessary by the management. The bottom of the collar shall not be less than six feet in height above top of rail.

All timbering, lagging, tracklaying, brattice, loading and dumping coal at \$10.42 per lineal yard.

Where size is 8 ft. x 10. ft—price shall be \$13.22 per lineal yard.

Timbering in excess of ten inches to be paid for in proportion.

Angles 4 ft. by 4 ft.

To be driven 4 ft. by 4 ft. at \$2.48 per lineal yard. Timber where needed, three piece set, and lagged, \$1.16 per set; two piece set, lagged, 88 cents per set.

Brattice to be erected in an efficient manner and kept in repair for 20 cents per lineal yard, and not to exceed six feet in height.

Timber to be same size as used at present, from five inches to ten inches in diameter at butt.

Angles 7 ft. by 9 ft

To be driven for \$3.13 per lineal yard, including all timbering at four feet centre, three piece set, lagged and erecting brattice. A leeway of six inches to be allowed either below or above the stated size, which shall be paid for or deducted, as the case may be, in proportion.

Timber to be five inches to ten inches; if other size asked for to be considered "New Work".

Pillars:

The rate for pillars is 56 cents per gross ton of 2,240 pounds; this to include all timbering and looking after the bulkhead

Definition of Lagging:

Throughout the Agreement where the word "lagging" is referred to, this shall be understood to mean that when thought necessary by the management the lagging on top and sides shall be placed skin to skin.

Cubic Measurement:

Twenty-seven cubic feet to be taken as equal to one gross ton.

All other conditions to remain as at present.

All contract miners shall remain in their working places up until one-half hour from the time recognized

by order as being the end of the shift, and any contract miner leaving his working place before one-half hour from the end of the shift shall be docked one hour and on the second offence be subject to discharge, unless good reasons can be given for leaving the working place before the time herein specified.

All underground employees to be at their respective working places not later than one-half hour from the time recognized as the commencement of the shift.

Overshovel in 7 x 9 or 6 x 6 Cross-Cuts Turned Away from Rooms on Pitch:

Price to be $18\frac{1}{2}$ cents per ton beyond a distance of 25 lineal feet, and up to a maximum of 60 lineal feet in from the rib of the room; when paid on yardage basis rate is 73 cents per lineal yard for 6 x 6 Cross-Cuts and \$1.28 per lineal yard for 7 x 9 Cross-Cuts.

Where Cross-Cuts go beyond 60 lineal feet in from the rib of the room, the miner has the option of doing the balance of the work beyond 60 feet on Company time at Company miner's rates, or on the other hand, accepting a rate of $22\frac{1}{2}$ cents per ton for over-shovel. In all cases a ton shall be considered 27 cubic feet of coal extracted.

Where Cross-Cuts have to be driven 150 feet or over, the Company shall supply rails and cars, and no deduction shall be made on over-shovel rates, as herein specified. In this case miners have to put down track and tram coal to dump. The miner also has the option of doing this work at Company miner's rates.

Tramming Coal on Counter Levels:

The Maximum distance that coal is to be trammed under this Agreement is counter levels is 150 lineal feet, and a price of $5\frac{1}{2}$ cents per ton shall be paid for tramming.

Buggy Pillars:

The Company is responsible for the tramming of all coal from the pillar chute to the dump on the main

chute, and shall provide trammers for this work on all shifts. Contract miners doing tramping shall be paid Consideration.

Re-Tramping of Coal:

Miners tramping coal on counter levels are only required to tram coal from the working face to the dump. Any contract miner asked to re-tram coal from the chute below the pillar dump to another dumping point shall be paid Consideration for the time so employed.

The management agrees where possible to supply trammers for this work and keep miners at the face.

Corners:

A carrying collar is to be placed over the room sets in front of the cross-cut. The first two feet of cross-cut is to be cut out by hand, and the first set in the cross-cut placed 18 inches from the rib of the room. Both corners in the cross-cut have to be properly lagged together with roof and sides. Price \$2.40 per corner.

Company Men Having Miner's Certificates:

The Company agrees to give Company men having Miner's Certificates preference over new men as miners.

Consideration:

The person in charge of the district shall have full authority to pay for all consideration, and all such time worked shall be entered on the time sheets on the day of which the work is done. In case of disputes under this heading, the Superintendent and the Mine Manager shall discuss the matter with the Local Union Committee, and a decision arrived at as early as possible.

Delivery of Timber and Material to Working Places:

The Management is to deliver all timber and material to a point 50 feet from the working place. Contract miners asked to pack timber or material from a point beyond 50 feet from the working face shall be paid

Consideration for the time so employed packing timber or material from a point beyond 50 feet from the face to a point 50 feet from the face. It is agreed in principle that the Company shall provide sufficient timber packers at all times. In case of shortage of timber or material the contract miner may be asked to pack said timber or material, and shall do so and shall be paid Company miner's rate or Consideration for the time so employed.

Places Cross-Cutting the Seam:

This work is to be considered as abnormal work and in every case the Pit Committee and the Management shall visit the place and observe the conditions and decide on the rate to be paid, and for the purpose of this section of the Agreement the base Company Miner's rate of \$8.95 is not to be considered.

Cribbed Raises in Coal (Vertical):

Where conditions are such that the work may be considered abnormal the Pit Committee and the Management shall inspect the work and report to the Superintendent when a rate will be decided upon. For the purposes of this section the Company Miner's rate of \$8.95 is not to be considered.

Payment for Jack Posts:

In Flat Cross-Cuts where three piece sets are put in, Jack Posts are to be paid for at the rate of 4.8 cents per foot.

6 x 6 Cross-Cuts on Pitch:

Rate \$5.44 per lineal yard. Where no chute is put in Jack Posts to be paid for. Where chute is put in Jack Posts are included in payment for building chute.

Braces:

Where Braces are ordered to be put in, same to be paid for at a rate of 30 cents per Brace. All Braces to be put in properly before payment is made.

Local Conditions

Muckers:

The rate for Muckers shall be three dollars and sixty-five cents (\$3.65) per foot. Where unavoidable delay occurs and the workman is unable to earn the rate prescribed he shall be paid a basic rate of Nine dollars and Thirty-two cents (\$9.32) per day of eight hours. Size of tunnel 8 feet by ten feet.

It is understood and agreed that muckers must clean up a five foot round per shift, unless unavoidable delays occur.

Rock Tunnel and Rock Work:

The general terms and conditions in the old Agreement respecting Rock Tunnel and Rock Work will apply.

Machinemen:

The Machinemen's contract rate is three dollars per foot of tunnel irrespective of the direction of place. Size of tunnels 8 ft. x 10 ft.

Development and Pillar Men:

Without the Company abrogating its rights under the terms of the general clauses of the contract, the Company, in so far as practicable, agrees to change all development and pillar men every six weeks with the object of providing equal work.

Development Work Contract:

During any period where four or six men are moved out from any development work contract, the said contract shall end immediately, and the place be measured up. New men entering the same place shall be placed on a new contract.

Forepoling:

The Pit Committee and Management shall visit immediately, each and every place where forepoling

has to be done, and in conjunction with the Superintendent arrive at the rate to be paid.

Tools:

The Company agrees to supply all Muckers with free tools, it is understood the workman shall return all worn-out tools to the Company before replacements are made. The Company agrees to supply a tool box which will be kept under lock and key.

House Coal:

Mine run \$4.05 per ton delivered; Screen Coal, when available, \$4.75 per ton delivered.

In regard to household coal, the Company prefers to sell mine run coal, but will agree that any employee may secure coal from or at the dump on the payment of 60 cents per ton to the Company; the Company not to be responsible or liable for any accident that may occur in the picking or handling of this coal.

Ground Rents:

Ground rent rates to be brought into conformity with those existing in the district.

House Repairs:

The Company agrees to make ordinary repairs to Company houses.

Rates for Water on Townsite:

This rate to be the same as in other mining towns giving similar service.

Rates for Light:

Ten cents per kilowatt.

Man Trips To and From the Mine:

This will be arranged for if found practical.

Insurance on Employees' Clothing:

The Company will insure employees' clothing in the Washhouse against loss by fire only, to a maximum of Ten Dollars (\$10) in each individual case.

LUSCAR COALS LIMITED
INSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Rock Miners.....	\$9.43
Mine Carpenter.....	9.05
Machineman, Electric.....	8.95
Machineman, Air.....	8.95
Driver, Spike Team on 3 Horses.....	8.95
Miner.....	8.95
Shotlighter.....	8.95
Bratticeman.....	8.95
Timberman.....	8.95
Tracklayer.....	8.95
Pipe Fitter.....	8.95
Radial Machineman.....	8.95
Machineman's Helper, Electric.....	8.67
Timber Handler.....	8.63
Hoistman.....	8.56
Driver.....	8.56
Main and Tail Rope Hoistman.....	8.56
Rope Rider.....	8.56
Radial Machineman's Helper.....	8.07
Machineman's Helper, Air.....	8.07
Bratticeman's Helper.....	8.07
Timberman's Helper.....	8.07
Tracklayer's Helper.....	8.07
Pipefitter's Helper.....	8.07
Couplers.....	8.07
Pushers.....	8.07
Buckers.....	8.07
Loaders.....	8.07
Cagers, Slope and Incline.....	8.07
Pumpmen.....	8.07
Grippers.....	8.07
Rollerman.....	8.07
Track Cleaners.....	8.07
All other labor unclassified.....	8.07
Boys to 18 years of age.....	7.02
Boys over 18.....	Man's Rate

OPEN CUT WORK

In view of the fact that the open cut system is unique and is not susceptible to the making of a contract rate, it is agreed that a day wage rate shall be provided for such men as are employed who require to have miners' certificates.

It is therefore agreed that for men employed above and below ground in accordance with the foregoing, a rate of \$11.40 per eight hour day shall be paid.

This Open Cut Work agreement is not to change the provisions of the Agreement of May 12th, 1939 with respect to the contract price of pillar work.

Where pillars are drawn by normal mining methods as at present, the normal pillar rates will apply.

OUTSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Power House Engineers.....	\$8.56 to \$9.27
Hoisting Engineers.....	\$8.56 to \$9.11
Blacksmiths.....	\$9.05
Carpenters.....	9.05
Machinists.....	\$8.56 to \$9.05
Welders—Acetylene & Electric:	
1st Class.....	9.05
2nd Class.....	8.56
Incline Engineers.....	8.56
Box Car Loader Engineers.....	8.56
Tipple Engineer.....	8.56
Locomotive Engineer.....	8.56
Car Repairer.....	8.56
Timber Framers.....	8.56
Main and Tail Rope Hoistman.....	8.56
Truck Driver.....	8.56
Tractor Driver.....	8.56
Caterpillar Driver.....	9.40
Blacksmith's Helper.....	8.07
Carpenter's Helper.....	8.07
Car Repairer's Helper.....	8.07

	<i>Per Eight Hour Day</i>
Machinist's Helper.....	8.07
Fireman.....	8.07
Fireman's Helper.....	8.07
Tipple Dumper.....	8.07
Teamsters.....	8.07
Box Car Shoveller.....	8.07
Lampman.....	8.07
Railway Car Handler.....	8.07
Tipple Oiler.....	8.07
Car Oilers.....	8.07
Stablemen.....	8.07
Slate Pickers.....	8.07
Ashman.....	8.07
Coupler.....	8.07
Rock Bank Men.....	8.07
Finisher After Box Car Loader.....	8.07
Washhouse Man.....	8.07
Car Pusher.....	8.07
All other labor unclassified.....	8.07
Boys to 18 years of age.....	6.47
Boys over 18 years.....	Man's Rate

CONTRACT RATES

All coal produced to be paid for on a basis of 2,240 pounds to the ton.

JEWEL MINE

Tonnage:

Narrow work.....	per gross ton 72c
Pitch Pillars.....	per gross ton 56c
Flat Pillars.....	per gross ton 64c
No tonnage rates in Main Entries or Main Slope.	

Yardage:

Main Entry, same conditions as at present, per lineal yard.....	\$19.72
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Main Slope, same conditions as at present, per lineal yard.....	\$28.80
Counter Entry, Dip entry and Slants, per lineal yard.....	\$1.74
Cross-cuts, Raises and Angles per lineal yard....	\$1.16

Timbering:

Counter Timber—Sets as used at present \$1 85 per set with tight lagging on top. This rate made when using B.C. fir.

Counter, Dip Entry, Raises, Rooms, Angles and Cross-Cuts \$1.16 per set with tight lagging on top.

Main Entry—Green Sets, \$2.32 per set, with tight lagging on top.

Props, other than Chute Props, \$1.16 per three Props.

That when any contract miner is called up to work in any place behind the last measuring mark he shall be paid at the rate of \$5.78 consideration on the contract.

Tight Side Lagging:

When the Company requests the miner to tight lag the sides of the rooms, cross-cuts, raises, counter and dip, to be paid 56c per side for such lagging.

Chutes:

Three feet wide, one foot high, sheet iron on the bottom, two posts every eight feet, cross pieces to support chute, 35c per lineal yard.

Overpush of Cars:

If cars are pushed a distance exceeding 60 feet, a price of 23c per lineal yard be added to the yardage price for the exceeding distance.

Overshovel in Flat Cross-Cuts:

After twenty-five feet of cross cut the yardage to be paid an extra 58c per lineal yard for the exceeding distance.

Corner Sets:

If necessary in starting a room off the Counter Level, to be paid Company work.

Bridge Sticks:

To be paid for on Company work.

Dockage:

Twenty-eight (28) pounds to be added to the tare of every car to offset refuse in the coal.

Any man loading fifty (50) pounds of rock or bone in a car to lose one hundred (100) pounds of coal; one hundred (100) pounds of rock or bone to lose four hundred (400) pounds of coal; three hundred and fifty (350) pounds of rock or bone to lose the whole car.

The mine Manager shall give warning of offences and cause a record of same to be kept.

Local Conditions**Insurance on Employees' Clothing:**

The Company will insure employees' clothing in the washhouse against loss by fire only, to a maximum amount of Ten Dollars (\$10) in each individual case.

MOUNTAIN PARK COALS LIMITED

INSIDE DAY WAGE RATES

	<i>Per Eight Hour Day</i>
Rock Miners.....	\$9.43
Mine Carpenter.....	9.05
Machineman (Air).....	8.95
Driver, Spike Team 2 to 3 Horses	8.95
Miner.....	8.95
Bratticemen.....	8.95
Timberman.....	8.95
Tracklayer.....	8.95
Pipe Fitter.....	8.95
Timber Handler.....	8.63
Hoistman.....	8.56
Driver.....	8.56
Rope Rider.....	8.56
Motorman.....	8.56
Machineman's Helper (Air).....	8.07
Bratticeman's Helper.....	8.07
Timberman's Helper.....	8.07
Tracklayer's Helper.....	8.07
Pipe Fitter's Helper.....	8.07
Couplers.....	8.07
Pushers.....	8.07
Buckers.....	8.07
Loaders.....	8.07
Cagers (Slope and Incline).....	8.07
Pumpman.....	8.07
Grippers.....	8.07
Rollerman.....	8.07
Track Cleaner.....	8.07
All other labor unclassified.....	8.07

OUTSIDE DAY WAGE RATES

Power House Engineers.....	\$8.56 to \$9.27
Hoisting Engineers.....	\$8.56 to \$9.11
Blacksmiths.....	9.05
Carpenter.....	9.05

	<i>Per Eight Hour Day</i>
Machinists.....	\$8.56 to 9.05
Welders—Aceytlene & Electric:	
1st Class.....	9.05
2nd Class.....	8.56
Incline Engineers.....	8.56
Box Car Loader Engineers.....	8.56
Tipple Engineer.....	8.56
Locomotive Engineers.....	8.56
Car Repairer.....	8.56
Timber Framer.....	8.56
Pipe Fitter.....	8.56
Truck Driver.....	8.56
Tractor Driver.....	8.56
Caterpillar Driver.....	9.40
Blacksmith's Helper.....	8.07
Carpenter's Helper.....	8.07
Car Repairer's Helper.....	8.07
Machinist's Helper.....	8.07
Fireman.....	8.07
Tipple Dumper.....	8.07
Teamster.....	8.07
Box Car Shoveller.....	8.07
Lampman.....	8.07
Railway Car Handler.....	8.07
Fireman's Helper.....	8.07
Tipple Oiler.....	8.07
Stableman.....	8.07
Slate Picker.....	8.07
Car Oiler.....	8.07
Ashman.....	8.07
Coupler.....	8.07
Rock Bankman.....	8.07
Finisher after Box Car Loader.....	8.07
Washhouseman.....	8.07
Car Pusher.....	8.07
All other labor unclassified.....	8.07
Boys over 18 years.....	Man's Rate
Boys Rates: Outside.....	6.47
Inside.....	7.02

CONTRACT RATES

All coal produced to be paid for on the basis of 2 240 pounds to the ton.

Number 3 Seam

Tonnage.....per ton (gross) \$0.72
Removing Pillars.....per ton (gross) 62c

The New Contract Rate for the Main Entry in No. 3 Seam:

The old rates as shown below for the driving of the main entry are hereby cancelled:

Main Entry:

Yardage.....\$1.74 per lineal yard
Timbering.....\$2.32 per set with lagging

And the new rate and conditions, as follows, are accepted:

Main Entry:

To be driven with 10 ft. collars and 10 ft. legs, 11 ft. spread in the clear between legs at rail level. 7 ft. clear from top of rail to bottom of collar. Sets 4 ft. center, to centre lagged top and sides.

Laying permanent track, timbers up to 20 inches in diameter at the butt.

The Clause "Loading of Impurities" is now to cover only the loading of false foot wall and shall not apply to the loading of bone found in the seam.

Rate, all inclusive.....\$19.72 per lineal yard

Yardage:

Main Entry.....per lineal yard \$1.74
Counter Entries.....per lineal yard \$1.74
Raises 10 x 7 feet.....per lineal yard \$1.16

Room Cross-Cuts 6 x 8 feet, up to 25 feet

.....per lineal yard \$1.16

Over that distance.....extra per lineal yard 58c

Splits 8 feet x 8 feet.....per lineal yard \$1.16

Timbering:

Main Entry.....per set with lagging \$2.32

Counter Entries.....per set with lagging \$1.16

All other timbering.....per set with lagging \$1.16

All props other than chute props, \$1.16 for three props.

Main Entry timbers not to be less than ten inches in diameter at the butt end.

Bridge Sticks paid for by Company work.

Main Entry timbers below or above ten feet to be paid in proportion.

Chutes:

Three feet wide, one foot high, sheet iron at the bottom, two posts every eight feet, cross pieces to support chute 35 cents per lineal yard.

Tight Side Lagging:

When the Company requests the miners to tight lag the sides of the room, cross-cuts, raises, counter dip or entry, to be paid for at 56 cents per side for such lagging.

Loading Into Small Cars and Pushing in Flat Rooms:

A tonnage rate of 22 cents per ton to be paid extra for the above work.

Pushing Cars by Miners:

The cars to be pushed distance not exceeding 75 feet. If the distance of seventy-five feet is exceeded, the vardage price to be increased by 23 cents per lineal yard for the exceeding distance and not to exceed 150 feet. This does not apply to the clause "Loading into small cars and pushing in flat rooms".

Flat Room Necks from Main Entry:

If room necks are open on the flat from the Main Entry, they shall be paid same as Main Entry if driven and timbered same as the Main Entry up to 25 feet total distance.

Dockage:

Twenty-eight pounds to be added to the tare of every car to offset refuse in the coal. Any man loading fifty pounds of rock or bone in a car, to lose one hundred pounds of coal; one hundred pounds of rock or bone, to lose four hundred pounds of coal; three hundred and fifty pounds of rock or bone, to lose the whole car. The mine Manager shall give warning of offences and cause a record of same to be kept.

Tracklaying:

Laying of Light Track, 18 cents per lineal yard.

Loading of Impurities:

Loading of impurities from the main entries of the No. 3 Seam and the Kennedy Seam to be paid for as a car of coal.

Michelin Seam**Tonnage:**

Narrow.....per gross ton \$0.72
 Pillar Work, including all posts.....per gross ton 72c
 But if extra posts are ordered by some Company official on account of safety, to be paid 25 cents each.

Yardage:

Main entry, 11 feet wide at the bottom, 9 feet high above the rail on the high side rib. High side rib posts in the main entry to be paid at the rate of \$1.00 (One Dollar) each, same conditions as at present. Stowing rock on the low side and building wall or loading rock into cars, based on 4.5 feet of coal, jack hammer provided.

No tonnage price.....per lineal yard \$18.00
 Raises, 10 feet wide, building chute and post.
 No tonnage price.....per lineal yard \$6.00
 Counter, 10 feet wide, track and using buggy.
 No tonnage price.....per lineal yard \$6.60
 Cross-Cuts.....per lineal yard \$1.16
 Room necks.....per lineal yard \$1.16

No yardage paid on places over 12 feet wide.

Main Slope:

To be driven 10 feet wide, 6 feet high above the low side rail—\$19.00 per lineal yard. If extra height required, the brushing to be paid as per the brushing rate.

Timbering to be paid for as per rates provided for in this agreement.

Cross-cuts between Main Slope and First Room beyond the Back Slope: to be paid \$6.60 per lineal yard plus all brushing.

Back Slope:

Same conditions and rates as paid in the raises.

Timbering:

Entry Timber Sets (with Lagging) to be not less than 10 inches in diameter at butt, and if shorter or longer than 10 feet to be paid in proportion, \$2.32 per set.

If conditions should arise in this seam when men are ordered to perform work outside their regular work in order to prevent the footwall running away on account of high pitch or other cause, then this work shall be paid for on Company wages. This does not conflict with the regular wing board, etc., used to divert the coal into the chutes, or with the regular steps built in the ordinary course of their work.

Brushing to be paid at the rate of one cent per inch in thickness per foot wide per lineal yard.

All other sets with lagging, \$1.16 per set.

Posts, 25 cents each.

Chutes, Tight Side Lagging, Loading into Small Cars and Pushing in Flat Rooms, Pushing Cars by Miners, Flat Room Necks from Main Entry, Dockage and Tracklaying are the same as for Number three seam.

Kennedy Seam**Tonnage:**

Tonnage.....	per gross ton	\$0.72
Removing Pillars.....	per gross ton	\$0.62

Yardage:

Main Entry.....	per lineal yard	\$1.74
Counter Entries.....	per lineal yard	\$1.74
Raises.....	per lineal yard	\$1.16
Room CrossCuts (up to 25 ft.).....	per lineal yard	\$1.16
(Over 25 feet, 58c extra per lineal yard).		
Splits, 8 ft. by 8 ft.....	per lineal yard	\$1.16
Angles.....	per lineal yard	\$1.16
Jack Hammer and Steel to be provided by the Company in Main and Counter Entries and Raises.		

Timbering:

Main Entry.....	per set with lagging	\$2.32
Counter Entries.....	per set with lagging	\$1.16
All other timbering.....	per set with lagging	\$1.16
Props, other than chute props, 3 for \$1.16.		
Main Entry Timbers not to be less than ten inches in diameter at the butt end.		
Bridge Sticks paid for by Company work.		
Main Entry Timbers below or above ten feet to be paid in proportion.		

Loading of Impurities:

Loading of Impurities from the Main Entries of the No. 3 Seam and the Kennedy Seam to be paid for as a car of coal.

Chutes, Tight Side Lagging, Loading into Small Cars and Pushing in Flat Rooms, Pushing Cars by Miners, Flat Room Necks from Main Entry, Dockage and Tracklaying are the same as for Number three Seam.

SUPPLEMENTARY AGREEMENT

AGREEMENT ENTERED INTO

between

**MOUNTAIN PARK LOCAL OF THE UNITED
MINE WORKERS OF AMERICA, DISTRICT
18 of the First Part**

and

**MOUNTAIN PARK COALS LTD.
of the Second Part**

1. This Agreement shall apply only to rates on pillar coal from the Kennedy Seam, all other rates to remain the same as at present.
2. This Agreement shall continue in force until March 31st, 1940, and shall be considered as part of the present Agreement entered into on December 9th 1938.
3. During the period from January 26th to March 31st, 1940, the Mountain Parks Coals Limited reserve the rights to terminate this Agreement on two weeks' notice if satisfactory results are not obtained with respect to conditions specified in Clauses 6 and 7 of this Agreement.
4. The rate for pillar coal under this Agreement shall be \$1.03 for the large car as at present in use.
5. For the duration of this Agreement the dockage clauses, in so far as they apply to pillar coal, will not be operative. All other coal mined will remain subject to the dockage clauses in the present existing Agreement.
6. All coal shall be of such size as to pass through the grizzly screens at the batteries. Any pieces of rock or bone which are too large to pass through the grizzly shall be taken out and under no circumstances shall they be allowed to pass into the chutes. In the event of any miners failing to observe this provision of the

Agreement they shall be warned for the first offence and if the offence is repeated they shall be liable to dismissal.

7. If during the extraction of any pillar, coal is delivered into the chutes with such a proportion of impurities that, in the opinion of the management of the mine, it is advisable to divert it to the rock bins, any cars so loaded shall not be paid for. However, in cases where the miners are asked to run rock from the pillars into the chutes by any officials of the company, they shall be paid consideration for the time spent in doing this work. Such rock shall be of a size as not to block the chute.

8. All narrow work coal which is mined in connection with pillar workings shall be paid for on the basis of 8.3 tons per yard of narrow work driven and at 72c per ton.

Dated at Mountain Park, Alberta, this 29 day of January 1940.

Signed on behalf of the UNITED MINE WORKERS
OF AMERICA, MOUNTAIN PARK LOCAL.

"J. DAVIES"

Signed on behalf of the MOUNTAIN PARK COALS
LIMITED.

"A. C. HNATYSHYN"

Witness to above signatures:

"J. A. DUTTON"

"H. A. PHIPPS"

Local Conditions.

Returns of Tools:

The Company agree to pay the owner of returned tools the same price he paid for them, less 10 per cent for depreciation, provided these tools are fit for resale to other men at this price; tools unfit for further use not accepted.

Supplies:

The cost of supplies such as tools, coal, etc., to be reduced as near to cost as possible, or approximately around cost plus 20 per cent.

Insurance on Employees' Clothing:

The Company will insure employees' clothing in the Washhouse against loss by fire only, to a maximum amount of Ten Dollars (\$10) in each individual case.

Day Shift Hoistman:

When hoisting coal to be paid \$8.79 per shift during period boilers are in operation.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands at Calgary, Alberta, this First day of October, 1946.

Signed on behalf of the United Mine Workers of America, District Eighteen:

R. Livett
President.

A. J. Morrison,
Secretary-Treasurer.

S. Weaver
Thomas Mackie
E. Allard
John L. MacNeil

Wm. Ure
M. P. Susnar
C. Pirock
Geo Batty

Peter Collins

Witness as to the above Signatures:
Edward Boyd.

Signed on behalf of the Western Canada Bituminous Coal Operators' Association:

J. A. McLeod,
Vice-President.

R. M. Young

C. Stubbs,
Secretary-Treasurer.

Witness as to the above Signatures:
Edward Boyd.

Inert time .} 8 hrs

Spe Ovens, 412





Sunday 14th ↖
Jennie 2 Pm
michel 7m

